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CAUT ACPPU
BULLETIN
Canada's Voice for Academics
La voix des universitaires du Canada

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L'affaire Apotex contre Olivieri : une atteinte à la liberté académique

LA récente poursuite entamée par la société pharmaceutique Apotex contre la Dre Nancy Olivieri est une atteinte flagrante à la liberté académique, dénonce l'ACPPU.

« Certaines des allégations d'Apotex contenues dans la poursuite sont de toute évidence absurdes », soutient le directeur général de l'ACPPU, James Turk. « Apotex semble tout simplement résolue à empêcher Mme Olivieri de prendre part au débat sur les questions systémiques d'intérêt public. »

La poursuite intentée découle des démarches entreprises par Mme Olivieri pour faire exécuter l'entente intervenue avec Apotex en novembre 2004 en vue de mettre un terme aux allégations de diffamation portées par les deux parties.

Le 28 novembre 2008, le juge George Strathy de la Cour supérieure de l'Ontario a ordonné à la société Apotex de s'acquitter de toutes les obligations qui lui sont faites aux termes de l'entente de règlement de 2004, y compris le versement de 800 000 $ à Mme Olivieri.

Une clause de cette entente stipulait que Mme Olivieri devait s'interdire tout « dénigrement » de la société Apotex ou de son médicament déférioprone. Apotex s'est opposée à toutes les mesures prises par Mme Olivieri pour faire exécuter l'entente de règlement, alléguant que cette dernière avait dénigré Apotex. Ce que Mme Olivieri a toujours nié avoir fait.

Le 4 novembre 2008, Apotex a réitéré devant la Cour supérieure ses accusations de « dénigrement » contre Mme Olivieri. L'ordonnance du juge Strathy n'entrave pas la nouvelle action intentée par Apotex. Celle-ci pourrait ainsi réclamer de la professeure Olivieri les 800 000 $ qui devaient lui être versés en vertu de l'entente de règlement. Mme Olivieri estime que la poursuite est sans fondement.

Dans son exposé des faits, Apotex interprète très largement ce qui constitue de la part de Mme Olivieri un acte de dénigrement qui permet d'engager une action en justice. Un tel acte a été

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Nancy Olivieri is facing yet another lawsuit from pharmaceutical giant Apotex Inc.

An Attack on Academic Freedom: Apotex vs. Olivieri

A RECENT lawsuit filed by Apotex Inc. against Dr. Nancy Olivieri is a blatant attack on academic freedom, says CAUT. "Some of Apotex's allegations in the lawsuit appear to be obviously absurd," said James Turk, executive director of CAUT. "It appears that Apotex is simply bent on preventing Dr. Olivieri from participating in discussion about systemic issues of public interest."

The Apotex lawsuit arises from efforts by Olivieri to enforce an agreement she entered into with Apotex in November of 2004 in settlement of defamation claims by both parties.

On Nov. 28, 2008, Justice George Strathy of the Ontario Superior Court ordered that Apotex comply with the terms of the 2004 settlement, including the arrangement to pay $800,000 to Olivieri.

The settlement required that Olivieri not "disparage Apotex" or its drug deferiprone. Apotex has opposed all of Olivieri's efforts to enforce the settlement agreement, claiming she has disparaged the company. Olivieri has denied that she has done so.

Apotex filed its lawsuit Nov. 4 in Ontario Superior Court over Olivieri's alleged "disparagement." Justice Strathy's order does not affect the new Apotex action.

In its action Apotex could claim from Olivieri the $800,000 required to be paid to her under the earlier settlement agreement. Olivieri said Apotex's lawsuit was without merit.

In its statement of claim Apotex takes a very broad view of what constitutes actionable disparagement, where "Olivieri either directly disparaged Apotex and/or deferiprone or acquiesced or consented o the disparagement." The claim describes everything from a Wikipedia entry about Olivieri, to newspaper articles profiling Olivieri, to a motion picture web site advertising a company's script development for "The Nancy Olivieri Story."

In its claim, Apotex also makes many allegations of "disparagement" that appear to be based solely on Dr. Olivieri's participation or attendance at conferences on the relationship between universities

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COMMENTARY
TRIBUNE LIBRE

True Scholars Change Lives

By VERN PAETKAU

UNIVERSITIES are inefficient – inefficient like symphony orchestras are inefficient. Consider the anecdote of the expert brought in to analyze the efficiency of an orchestra. He writes in his report that orchestra management should cut the number of cellos to one, amplify the lone cello electronically and outsource the complicated stuff.

Applied to the university, such high-productivity thinking would suggest that we have one professor write the lectures, for the whole country, and hire actors to read them. The actors would probably provide better "edutainment."

Early in its reign, the Alberta government of Ralph Klein actually floated the actor-as-lecturer idea. That was by way of a friendly suggestion to help the University of Alberta achieve the 15 per cent cut in its operating grant the government was imposing. I have to admit I've been in university classrooms where a more dramatic performance would have been welcome.

The counter-argument to actors-as-lecturers (or, less risibly, having all courses taught by teachers who do nothing but teach) is not based on efficiency, of course, but values. If you see the university primarily as a "credentialing" institution, and a trainer of fungible, high-end assembly line wrench-turners, then it isn't so obvious that it needs scholars as teachers. But there's no question that scholarly academics can teach in unique ways.

There's everyday, run-of-the-mill teaching – and, realistically, large chunks of the undergraduate life are mundane – and then there's the mental equivalent of the Mentos and Diet Coke eruption a student will sometimes experience. As a student, you occasionally encounter a professor whose presentation and take on a subject resonates with you and the experience may change you for life. That professor may never be a nominee for teacher of the year; he or she may even be guilty of being "difficult," or might have high expectations of students.

I had one of those experiences as a chemistry student at the University of Alberta. By fourth year I had largely exhausted my choices of undergraduate chemistry offerings. Looking at the available graduate courses, I noticed one in carbohydrate chemistry taught by Raymond "Sugar Ray" Lemieux. I asked around and got two stories about him. The first (and pretty much everyone agreed on this), was that Ray was probably the greatest living carbohydrate chemist. But from some I also got the message that he didn't much like teaching undergraduates. He wasn't a great success at entry-level organic chemistry, apparently.

Intrigued, I looked into registering. Yes, I could, if I really wanted to, be the first undergraduate to take Ray's course. So I did, and thereby exposed myself to a mental workout that offered a clear, rational and exciting view into the way one brilliant scientific mind analyzed and organized his discipline, and created new domains of understanding in it.

Ray had achieved international star status by synthesizing sucrose, a feat at least one textbook referred to as "the Mount Everest of organic chemistry." However, that achievement didn't even come up in the course, which focused on more recent developments. Some of the most stimulating lectures described the use of proton nuclear magnetic resonance spectroscopy – this was in the early 1960s – to analyze the three-dimensional structures of sugars. No one else could have talked about the subject with Ray's insight and authority, because he had invented it and he had intellectual ownership of it.

At that point, had he never produced another research paper in his life, we would still consider him one of the greatest chemists of his time. He died in 2000. But in 1962, at the age of 42, Ray was about to use all the tools he had mastered in carbohydrate chemistry, many of his own invention, to begin his most important and productive period, which led to the synthesis of complex carbohydrates such as blood group substances. The subtleties of carbohydrate structure and chemistry had been thought to preclude such difficult syntheses, but he was about to prove the world wrong. And we were being taught how it was going to happen by a genius who was on the cusp between his developmental phase and his most productive one. This really was "higher education."

A second adventure in undergraduate studies was somewhat orthogonal in character to the Ray Lemieux experience. It began after an evening of beer and friendly argument about the significance of 20th century non-novelistic literature with a fellow student, the late Jim Richardson, who later taught as a professor of sociology at the University of New Brunswick. It was a subject in which my ignorance was pretty much perfect, and my opinions were, as sometimes happens, correspondingly resounding.

However, by the end of the evening Jim had convinced me to go to a class with him the next morning – a class in 20th century poetry and drama taught by Henry Kreisel, a professor who had something of a reputation as a teacher. Kreisel was a novelist, scholar, survivor of "alien internment" during World War II and incandescent teacher. He was that most formidable of professors: a profound scholar and an actor.

After a lengthy explication of T.S. Eliot's "The Wasteland," Kreisel proceeded to perform, and I use that word intentionally, Part I: "The Burial of the Dead." When he finished there was an eerie silence in the room, his audience afraid to breathe and break the spell. An actor would have read it well, but Kreisel had prepared us with his scholarship, and the combination of that preparation with his masterful performance could not have been reproduced by anyone less intellectually complete, or for that matter almost anyone at all. As for 20th century non-novelistic literature, wow, who knew?

One more. The Nobel prizewinning physicist Richard Feynman describes, in one of his unique, humorous little books about his interactions with the world, *Surely You're Joking, Mr. Feynman!*, how important teaching was to him when he began his academic career after the Manhattan Project. "The questions of the students are often the source of new research. They often ask profound questions that I've thought about at times and then given up on ... It wouldn't do me any harm to think about them again ... The students may not be able to see the thing I want to answer, or the subtleties I want to think about, but they remind me of a problem by asking questions in the neighborhood of that problem. It's not so easy to remind yourself of these things."

These are just anecdotes. But they illustrate the counter-argument to the high-efficiency model of university teaching and indicate that a university experience cannot be reproduced with video images and voice-overs. There's a place for the exceptional teacher, one who illuminates the subject with depth and passion as only a true scholar can. Not every professor can do this in every instance. And I don't buy the notion that there's a direct linkage between good teaching and good scholarship. If you made a 2 by 2 grid of good/mediocre teaching and good/mediocre scholarship, all of us could immediately think of names to put into each of the four squares. But there have been, and will continue to be as long as real scholars endeavor to do real teaching, instances when teaching and learning go way beyond what Degrees-R-Us dotcom can deliver.

That result, of course, comes with a price. There's a price for the government that provides the budget to hire the academic equivalent of several cellists for the orchestra, and there's a more personal price for the academic scholar. We all know there are times when the demands of desperate or entitlement-deluded students seriously compromise our ability to pursue scholarship. But aside from the important consideration that teaching is a major reason to keep paying for our way of life here at the university, there's the consideration I was reminded of by my recently-retired colleague Tom Buckley: if I can significantly influence the life of a student for the better by my teaching, is that less important than producing another chunk of research?

Just like the various kinds of scholarship that can be pursued in our faculties and schools, our most creative teaching can have an impact in ways that won't happen anywhere else. That's why we call it a university. You may agree or disagree. That's also something we do here. ■

Vern Paetkau is a University of Victoria professor emeritus of biochemistry and microbiology.

The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor, for details (duhaime@caut.ca).

PRESIDENT'S COLUMN

Health & Safety Are Vital Issues for Academic Staff

By PENNI STEWART

EACH year more than two million workers die from work-related accidents and diseases, with cancer as the leading cause of premature death. And, although a particularly heavy toll of dead and injured occurs in the world's most hazardous industries, academic staff are not immune to occupational fatalities, injuries and diseases.

Take the visual arts for instance, where academic staff routinely work with corrosive acids, solvents, dyes and metals. Historically, painters have been exposed to pigments laden with heavy metals including lead, mercury, cadmium and chromium. The silica dust in clays threatens potters with silicosis. And printmakers use dangerous acids. While accidental exposure to occupational hazards is largely preventable, invisible, long term, or frequent exposure to even low-level concentrations of materials can result in toxic overload. Evidence accumulated in recent years links chronic exposure to paints and solvents to cancer, and particularly bladder cancer.

Performance artists also face occupational hazards ranging from dermatitis to musculoskeletal problems to accidents involving stage rigging and special effects. Dancers are prone to severe trauma and also to repetitive strain injuries and musicians can encounter a wide range of difficulties from neck injuries for violinists and fungal infection for bagpipers to lip trauma for trumpeters.

When two anthropologists at the University of Manitoba developed mesothelioma that was conclusively linked to exposure to asbestos in a university building, it was a wake up call. This fibrous mineral may be found in ceiling and floor tiles, insulation materials, adhesives and plaster in many university buildings. Researchers have argued that industrialized countries are in the throes of an asbestos epidemic resulting from work-related exposures 20 and 30 years ago when asbestos was widely used. Although the use of asbestos has been banned in new construction projects, many older buildings that adorn our campuses contain asbestos. We must actively monitor our workplaces and insist on the development of and adherence to appropriate asbestos protocols.

Canada's approach to the health hazards of asbestos has an international dimension. To our great shame, in the face of incontrovertible evidence of the harm it causes, Canada is a major exporter of chrysotile asbestos to countries with lower environmental standards, where it continues to be used in construction. Although Canada is mining less asbestos than a decade ago, we still provide significant technical support to countries using and producing asbestos.

This year Canada helped block efforts to have chrysotile asbestos included in the Rotterdam Convention, a global treaty that would have required exporting countries to warn others that asbestos is carcinogenic in minuscule amounts. CAUT has joined with labour organizations and NGOs to demand a stop to Canadian asbestos exports and a worldwide ban on its use.

And our workplaces have other daily hazards. Short of breath, dizzy after a few hours teaching, or experiencing poor concentration? The cause may well be "sick building syndrome," in which building occupants experience acute and immediate health effects related to indoor air quality. Exposure to mold spores in the indoor environment where there is a perpetual moisture problem can cause allergic and immune reactions ranging from minor sinusitis to asthma to severe lung infections. Keyboards can be an occupational risk for developing carpal tunnel syndrome.

What should our associations do about health and safety threats on campus? Of course, protection is the responsibility of the colleges and universities that employ us, and it is reasonable to expect they should be bound by appropriate federal and provincial regulations enforced by effective policing. But regulation is often inadequate, enforcement can be slow and weak, and our employers fear the cost of remediation.

While each of us needs to be informed and *vigilant* about risks in our own work environment, we also need organization. Where it is not already mandated by legislation, every college and university should have a joint health and safety committee with academic staff representatives chosen by the union or association. This committee should be the central body for handling safety and health issues.

Health and safety also belong in our collective agreements to ensure effective recourse and strong protections where legislation is weak. Attention to health and safety issues serves our members while strengthening our associations. At my own institution, health and safety issues in the faculty of science became a catalyst for organization of an all-union caucus that was effectively able to demand change. Taking up these issues as an activism effort also served to draw new members into active involvement in the faculty association.

CAUT is proactive in ensuring academic staff associations are well informed about health and safety issues. We develop and distribute health and safety resources, we organized a second *occupational health and safety* conference in November, and our web site regularly posts information sheets and health and safety updates. ■

LE MOT DE LA PRÉSIDENTE

La santé et la sécurité au travail : des enjeux vitaux

Par PENNI STEWART

LES accidents du travail et les maladies professionnelles font plus de deux millions de victimes chaque année, et le cancer est la première cause des décès prématurés. Si un nombre particulièrement élevé de décès et de lésions surviennent dans les secteurs d'activité les plus dangereux au monde, le personnel académique ne demeure pas pour autant à l'abri des accidents mortels, des lésions et des maladies professionnelles.

Prenons le cas, par exemple, des professeurs d'arts visuels qui sont appelés à manipuler couramment des acides, solvants, teintures et métaux corrosifs. Les peintres sont exposés depuis toujours à des pigments à base de métaux lourds (comme le plomb, le mercure, le cadmium et le chrome). Les potiers, se trouvant en contact avec des poussières d'argile, sont menacés par la silicose. Et les graveurs manipulent des acides dangereux. S'il est vrai qu'un grand nombre des cas d'exposition accidentelle aux dangers professionnels peuvent être prévenus, il est aussi vrai qu'une exposition invisible, fréquente ou à long terme à des concentrations de matières aussi faibles soient-elles peut entraîner une surcharge toxique. Les données probantes recueillies ces dernières années établissent un lien entre l'exposition chronique aux peintures et aux solvants et le cancer, celui de la vessie particulièrement.

Les artistes de la scène sont confrontés eux aussi à des risques professionnels aussi divers que la dermatite, les troubles musculosquelettiques et les accidents associés au gréage de scène et à la réalisation d'effets spéciaux. Les danseurs sont prédisposés aux traumatismes sévères et aux microtraumatismes répétés. Les musiciens connaissent également leur part de problèmes professionnels : les lésions cervicales chez les violonistes, les infections fongiques chez les joueurs de cornemuse, les lésions labiales chez les trompettistes.

Le décès de deux anthropologues de l'Université du Manitoba des suites d'un mésothéliome, lié de façon concluante à leur exposition à l'amiante en milieu de travail, a sonné l'alarme. Ce minéral fibreux se trouve dans beaucoup de bâtiments universitaires sous diverses formes : carreaux de plafond, carrelages, matériel isolant, adhésifs et plâtre. Les chercheurs soutiennent que les pays industrialisés sont en proie à une épidémie de maladies et de cancers dus à l'amiante chez des personnes qui ont été exposées en milieu de travail il y a 20 ou 30 ans lorsque cette substance était très répandue. Bien que l'utilisation des produits d'amiante soit interdite dans les nouveaux projets de construction, bon nombre des vieux bâtiments qui ornent nos campus contiennent de l'amiante. C'est pourquoi nous devons continuer de surveiller de près la situation dans nos lieux de travail et exiger l'élaboration et le respect de protocoles de prévention adéquats vis-à-vis de l'amiante.

La position du Canada face aux dangers de l'amiante pour la santé revêt une dimension internationale. Malgré les preuves irréfutables qui existent sur les effets nocifs de ce produit, le Canada figure, à notre grande honte, au rang des principaux exportateurs d'amiante chrysotile vers des pays qui, dotés de normes environnementales peu contraignantes, continuent d'en autoriser l'utilisation dans le bâtiment. Si l'exploitation minière de l'amiante au Canada a accusé un recul ces dix dernières années, nous ne continuons pas moins d'offrir un soutien technique considérable aux pays utilisateurs et producteurs d'amiante.

Cette année, le Canada a contribué à bloquer les efforts déployés pour inclure l'amiante chrysotile dans la Convention de Rotterdam, un traité international qui aurait obligé les pays exportateurs à fournir des informations aux pays importateurs sur les dangers d'employer cet agent cancérogène en quantités minuscules. L'ACPPU s'est jointe à des organisations syndicales et à des ONG pour demander au gouvernement fédéral de mettre fin aux exportations canadiennes d'amiante et d'exercer des pressions en vue d'interdire l'utilisation de l'amiante à l'échelle mondiale.

Beaucoup d'autres risques guettent nos milieux de travail au quotidien. Vous éprouvez des étourdissements après quelques heures d'enseignement, vous avez de la difficulté à respirer ou bien à vous concentrer? Vous souffrez peut-être du « syndrome des bâtiments malsains » qui entraîne des effets aigus et immédiats sur la santé des occupants d'un immeuble en raison de la mauvaise qualité de l'air intérieur. Une exposition aux spores de moisissure présentes dans les immeubles qui affichent des problèmes perpétuels d'humidité peut causer diverses réactions allergiques et immunitaires : sinusite bénigne, asthme et infections pulmonaires graves. L'utilisation des claviers d'ordinateur est souvent associée à une sérieuse pathologie professionnelle appelée syndrome du canal carpien.

Que doivent faire nos associations pour se prémunir contre les menaces qui pèsent sur la santé et la sécurité du personnel sur les campus? La protection relève, bien entendu, des collèges et des universités qui nous embauchent, et il est raisonnable de s'attendre à ce que ceux-ci remplissent les obligations qui leur sont faites en la matière par les règlements fédéraux et provinciaux, notamment en mettant en place des politiques et procédures efficaces. Mais la règlementation est souvent inadéquate, les mesures de prévention, parfois insuffisantes, tardent à être prises, et nos employeurs craignent le coût des actions correctives.

Chacun de nous doit certes demeurer bien informé et vigilant quant aux risques qui pèsent sur notre propre environnement de travail, mais cela doit se faire dans un cadre organisé. Lorsque celui-ci

Voir LA SANTÉ à la page A10 ➔

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AU student Tiffany in Edmonton, Alberta, Canada

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Athabasca University

ACTUALITÉS

Sondage : Les Canadiens souhaitent la réduction ou l'élimination des droits de scolarité

Plus de la moitié des Canadiens estiment que les droits de scolarité devraient être abaissés, et près de 60 % croient que ces frais devraient être éliminés complètement avec le temps, selon un sondage Harris-Décima mené pour le compte de l'ACPPU et de la Fédération canadienne des étudiantes et étudiants.

L'appui en faveur de la suppression des droits de scolarité est le plus marqué dans les provinces de l'Atlantique où plus de 70 % des répondants privilégient une telle mesure.

Le sondage révèle également que les Canadiens souhaitent une plus grande responsabilisation des provinces dans la manière dont sont dépensés les fonds fédéraux affectés à l'éducation postsecondaire. Plus de 60 % des répondants estiment que les transferts fédéraux destinés aux universités et aux collèges devraient être assortis de conditions.

À la question de savoir comment le gouvernement devrait s'y prendre pour gérer la crise économique, la plupart des personnes interrogées ont indiqué la mise en place de mesures de relance axées sur la création directe d'emplois. Quarante-trois pour cent soutiennent que la mesure la plus importante que le gouvernement devrait prendre serait d'investir dans les infrastructures pour créer des emplois, 25 % affirment que l'accent devrait être mis sur les investissements dans le secteur de l'éducation et de la recherche, tandis que 19 % jugent que les réductions d'impôt seraient le meilleur moyen de stimuler l'économie. ■

Le sondage Harris-Décima a été réalisé du 6 au 16 novembre 2008 auprès de 2 036 adultes canadiens. Les résultats sont considérés comme exacts à 2,2 points de pourcentage près, 19 fois sur 20.

English on page A7.

CAUT Censure: First Nations U

The First Nations University of Canada has been censured by CAUT Council (November 2008). Censure means that CAUT has concluded that a university board and administration have breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means the university board and administration have resisted all reasonable suggestions from CAUT for a resolution of the dispute.

Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured institution, of the issues involved in the censure. In particular, academic staff are asked not to accept appointments at a censured university, not to accept invitations to speak or attend academic conferences at a censured university, and not to accept any distinction or honour that might be offered by a censured administration. Academic disciplinary associations are encouraged to refuse to carry advertisements for or hold events at censured institutions. Academic staff employed at a university under censure are asked to support and assist efforts to convince the board and administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the *CAUT Bulletin* nor at CAUT's career board www.AcademicWork.ca.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured board and administration that they should adhere to standards now widely accepted in the Canadian academic community.

Sanction de blâme : UPNC

Le Conseil de l'ACPPU a imposé une sanction de blâme à l'Université des Premières nations du Canada (UPNC) en novembre 2008. L'ACPPU prend une telle sanction lorsqu'elle conclut que le conseil et l'administration de l'université en cause ont violé un ou plusieurs des principes fondamentaux de la liberté académique et de la gouvernance que l'ACPPU estime indispensables au bon fonctionnement d'un établissement d'enseignement, et que ces mêmes conseil et administration ont repoussé toutes les recommandations raisonnables formulées par l'ACPPU pour assurer le règlement du différend.

Dans le même temps, l'ACPPU transmet à tous ses membres un avis dans lequel elle leur recommande de s'informer, au moment de traiter avec un établissement frappé d'un blâme, sur les problèmes à l'origine de la sanction. Plus particulièrement, les membres du personnel académique sont invités à ne pas accepter de poste à l'établissement ainsi sanctionné, à décliner des invitations à parler ou à participer à des conférences qui s'y tiennent, et à refuser tout honneur ou distinction qui peuvent leur être offerts. Les associations disciplinaires universitaires sont invitées à refuser d'annoncer les événements qui auront lieu à l'établissement sanctionné ou d'y tenir des activités. On demande également aux membres du personnel académique de l'université frappée d'un blâme d'appuyer les efforts exercés pour convaincre le conseil et l'administration de la nécessité d'un règlement. L'ACPPU refusera d'annoncer dans son *Bulletin* et sur son site www.travail academique.ca les offres d'emploi de l'établissement sous le coup d'une telle sanction.

L'ACPPU reconnaît certes le fardeau que la procédure de blâme impose aux membres du personnel académique et aux étudiants des universités sanctionnées. Elle croit toutefois que le blâme et les sanctions qui y sont rattachées sont nécessaires pour rendre publiques les conditions insatisfaisantes qui existent dans les universités en cause et pour persuader le conseil et l'administration de ces établissements qu'ils ont le devoir de se conformer aux normes reconnues par l'ensemble de la communauté universitaire du Canada.

CAUT's 2008 Sarah Shorten Awards Presented

AUDREY Kobayashi and Patricia Demers were honoured at CAUT's November Council meeting as the recipients of the 2008 Sarah Shorten Awards.

The award is presented to women who have demonstrated leadership, served as models and mentors, developed innovative programs and contributed significantly to the advancement of women in Canada's post-secondary community.

Audrey Kobayashi is Queen's Research Chair and professor of geography and women's studies at Queen's University in Kingston. Her teaching focuses on race and gender and her scholarship on human rights, immigration and Japanese Canadians is well known around the world.

She recently co-edited the highly acclaimed book *A Companion to Gender Studies*, and her article "Multiculturalism: Representing a Canadian Institution" is widely read as a groundbreaking critique of multicultural issues.

"It is not a stretch to say that her research has changed the face of scholarship in geography," said University of Toronto professor Minelle Mahtani in a nomination letter.

"What makes Dr. Kobayashi stand out is her commitment to challenging systemic racial and gender bias in both the academic and policy worlds ... Her research has shifted the direction of the discipline by offering a much needed, critical perspective on race, identity and multiculturalism in Canada."

Patricia Demers is a University of Alberta Professor specializing in early modern women's writing, Shakespearean and Jacobean drama, 17th century poetry, and biblical and children's literature, among others.

A respected and award-winning teacher and distinguished academic, Prof Demers has brought international scholarly attention to lost or neglected works written by women. She is the author or editor of numerous books and articles and in addition to her university awards, recently received a YWCA Woman of Distinction Award that recognizes inspirational women for their outstanding contributions and achievements in the community.

"Patricia Demers' energy is prodigious and her achievement quite breathtaking," said Patricia Clements, professor emeritus of English and former dean of arts at the University of Alberta, in her nomination letter.

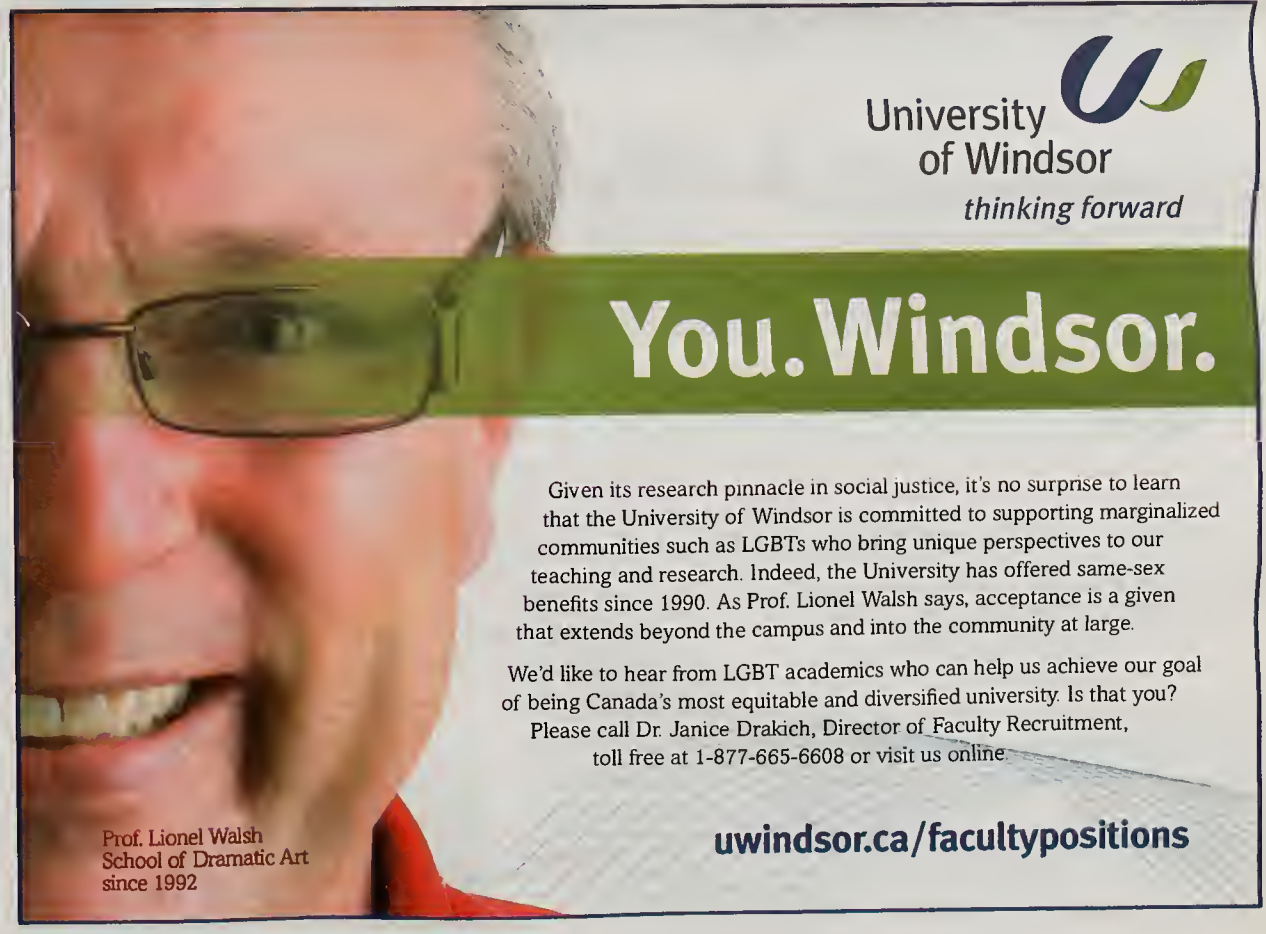
"Her generous and excellent scholarship has made a difference both to the wide community within and beyond the academy that is seeking to understand more fully the history of women in culture and to the ever-widening group of graduate students with whom she shares her research and to whom she provides such very high-quality mentoring."

Profs Kobayashi and Demers are the 19th and 20th recipients of the award since its establishment in 1990 to honour the late Sarah Shorten, who served as vice-president and president of CAUT in the 1980s. ■

Award winners Patricia Oemers (right) & Audrey Kobayashi with CAUT president Penni Stewart at the Westin Hotel in Ottawa Nov. 28.

Past Recipients of the Sarah Shorten Award

1991 — Norma I. Mickelson (Victoria)
1992 — Helen Breslauer (OCUFA)
1993 — Jill Vickers (Carleton)
1994 — Mary Lou Dietz (Windsor)
1995 — Lorna Cammaert (Calgary)
1996 — Elizabeth Percival (UPEI)
1997 — Susan Jackel (Alberta)
1998 — Diane Huberman-Arnold (Ottawa)
1999 — Jennie Hornosty (New Brunswick)
2000 — Susan Sherwin (Dalhousie)
2001 — Margaret-Ann Armour (Alberta)
2002 — Ursula Franklin (Toronto)
2003 — Jennifer Bankier (Dalhousie)
2005 — Meg Luxton (York)
2006 — Janice Dodd (Manitoba)
2006 — Patricia Baker (Mount Saint Vincent)
2007 — Jill Ker Conway (MIT)
2007 — Patricia Monture (Saskatchewan)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Given its research pinnacle in social justice, it's no surprise to learn that the University of Windsor is committed to supporting marginalized communities such as LGBTs who bring unique perspectives to our teaching and research. Indeed, the University has offered same-sex benefits since 1990. As Prof. Lionel Walsh says, acceptance is a given that extends beyond the campus and into the community at large.
We'd like to hear from LGBT academics who can help us achieve our goal of being Canada's most equitable and diversified university. Is that you? Please call Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608 or visit us online
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NEWS ACTUALITÉS

CAUT Appoints Committee to Investigate Ottawa U Rancourt Case

CAUT has appointed an independent committee of inquiry to investigate a series of disputes between the University of Ottawa and physicist Denis Rancourt that initially resulted in grievances, human rights complaints and legal actions and subsequently led to Rancourt being relieved of teaching duties, locked out of his laboratory, barred from campus and most recently suspended pending the university's governing board approval of his dismissal. In the meantime, Rancourt's graduate students have been assigned to other faculty members.

Rancourt has taught at the university for more than 20 years and is a full professor in the department of physics. He has published nearly 200 articles and essays on subjects ranging from marine geochemistry, condensed matter physics, planetary science, and spectroscopic measurement theory to the physics profession, climate change, critical pedagogy and activism.

The independent committee is chaired by Joyce Lorimer, professor and department chair of history at Wilfrid Laurier University, and includes Walter Whiteley, professor of mathematics and statistics at York University, and Jeffrey Halpern, associate professor of anthropology at Rider University in Lawrenceville, New Jersey, and a member of the American Association of University Professors' Committee A on Academic Freedom and Tenure. ■

New Contract for Ryerson

ACADEMIC staff at Ryerson University ratified a three-year agreement in November that gives a 3 per cent a year raise as well as additional adjustments, making the value of the salary increase closer to 4.3 per cent.

The new agreement, reached after a "straightforward process of negotiation," according to a Ryerson Faculty Association spokesperson, also gives a number of other improvements to benefits and includes new language on appointments and workload, and the establishment of a joint committee to review the hiring, promotion and tenure review processes at Ryerson, as well as related issues such as the appointment of limited-term faculty members, and the notion of a teaching stream.

The old contract expired June 30, 2008. ■

CALL FOR PROPOSALS FOR ARTWORKS

Students attending and recent graduates of programs at member institutions are requested to submit an artwork for the consideration of the Canadian Association of University Teachers (CAUT).

This request for proposals is an opportunity for developing artists to have their work included in the collection of Canada's national association of university and college faculties.

PROPOSALS ARE REQUESTED FOR EACH OF TWO OPPORTUNITIES:

1 Wall based artwork currently available for purchase:

- Descriptions of extant 2-dimensional work suitable for display in public and private spaces in the national headquarters building is requested. Submissions are requested that include a single digital image of the work, specifications, price and artist's statement.

2 One commissioned 3-dimensional artwork:

- A commission is available for a 3-dimensional custom artwork suitable for the main entrance of the premises. This commission will be awarded to an artist(s) based on the submission of a resume, artist's statement, and digital portfolio that clearly demonstrates capacity in the media of choice.

The deadline for submissions by email is **March 13, 2009.** Only short listed submitters will be contacted. The results of the RFP will be announced in 2009 on the CAUT website at **www.caut.ca.**

All submissions are to be directed by email to one of the regional contacts listed below:

East | Halifax | NSCAD University
Tonia Dirisio
tdirisio@nscad.ca

Central | Toronto | OCAD
Sandra Altwerger
saltwerger@faculty.ocad.ca

Prairies | Calgary | ACAD
Ben Fullalove
ben.fullalove@acad.ca

West | Vancouver | ECUAD
Greg Bellerby
gbellerb@ecuad.ca

CAUT ACPPU

NEWS ACTUALITÉS

CAUT Expands Reynolds Inquiry

Committee asked to determine if firing was consistent with tenure policies.

When the University of Manitoba chose not to reappoint Larry Reynolds as head of family medicine at the university, CAUT established an ad hoc investigatory committee to determine whether the university violated its policy on academic appointments and whether it violated Reynolds' academic freedom.

The terms of reference were expanded last month after the university terminated Reynolds' appointment as a tenured full professor. The committee was asked to determine if the process by which Reynolds was terminated was consistent with CAUT's statement of policy on tenure and if it was in accord with the UofM's policy for term of appointment and tenure.

In a strongly worded letter to university president Robert Barnard, CAUT executive director James Turk said it appears the "university's treatment of Dr. Reynolds is unacceptable, if not reprehensible."

He continued, "The manner of his non-reappointment as head is one matter of concern, but it pales in comparison to his termination as a tenured full professor. There appears to have been neither due process nor even recognition that Dr. Reynolds is a tenured full professor who can only be dismissed for just cause and through an appropriate process."

According to Turk, the university's apparent disregard of the nature of Reynolds' appointment as well as its disregard for its own procedures raise questions of concern for every tenured faculty member at the university and raise questions for the larger Canadian academic community about the integrity of tenure at the University of Manitoba.

"We are expanding the terms of reference of our ad hoc investigatory committee to include the termination of Dr. Reynolds by the University," Turk's letter stated. "If the situation is as it appears, it must be remedied in a manner that restores Dr. Reynolds' tenured position and that assures faculty at the university and across Canada that tenure means something at the University of Manitoba."

Reynolds, a full professor and head of the department of family medicine at the UofM since 2001, was formerly professor of family medicine at the University of Western Ontario where he received the Ian McWhinney Teaching Award for Excellence in Resident Teaching.

Members of the CAUT committee charged with investigating the Reynolds case are Robert Miller, chairman of the department of family medicine at Memorial University of Newfoundland, Ernest Redekop, professor emeritus of English at the University of Western Ontario and Colin Stuttard, professor emeritus of microbiology and immunology at Dalhousie University. ■

ACLU Wins Judicial Review in Visa Case

A United States federal court has ruled that it has the power to review whether the Bush administration has a valid reason for denying a visa to respected South African scholar Adam Habib.

Habib is a sought-after political analyst and deputy vice-chancellor of research, innovation and advancement at the University of Johannesburg. He is also a Muslim who has been a vocal critic of the war in Iraq and some U.S. terrorism-related policies. He has repeatedly condemned terrorism while urging governments to respond to the terror threat with policies that are consistent with human rights norms and the rule of law.

In October 2006, Habib travelled to the U.S. for a series of meetings he intended to have with representatives of the National Institutes for Health, the Centers for Disease Control and Prevention, the World Bank, Columbia University and the Gates Foundation. He was detained when he landed in New York and interrogated for several hours about his associations and political views before being deported back to South Africa. The State Department later revoked the visas of Habib's wife and children without any explanation.

In May 2007, Habib applied for a new visa for speaking engagements in the U.S. but his application was denied by the State Department, which claimed he had "engaged in terrorist activities." U.S. authorities provided no basis for the allegation. Until October 2006, Habib had never had difficulty entering the U.S. Habib had in fact lived in New York with his family for years while earning a PhD in political science from the City University of New York.

The American Civil Liberties Union filed a lawsuit in September 2007 on behalf of several organizations who invited Habib to speak in the U.S., challenging the State Department's refusal to grant Habib a visa based on unsubstantiated national security claims.

Last month, Judge George O'Toole of the Massachusetts district court ruled that the First Amendment requires the government to provide a valid, substantiated reason for excluding a scholar invited to speak to U.S. audiences. The ruling allows ACLU's challenge to move forward.

Melissa Goodman, a staff attorney with ACLU's National Security Project, said O'Toole's decision is major victory for judicial review and a significant blow to the administration's failed attempt at stifling debate by banning a prominent critic of U.S. policy.

"The ruling reaffirms that the Bush administration cannot manipulate immigration laws to silence critics of U.S. government policy and then shield their actions from scrutiny by the courts," she said.

"We are gratified that the court ruled that this case can go forward," said Sally Hillsman, executive officer of the American Sociological Association. "The government's actions have already prevented Professor Habib from attending two American Sociological Association conferences. We believe that the global exchange of knowledge is vital to the advancement of science and we are hopeful the ruling will facilitate the free exchange of ideas."

Critics of the Bush administration's programs say Habib's exclusion is part of a larger pattern. Over the past few years, numerous foreign scholars, human rights activists and writers – all vocal critics of U.S. policy – have been barred from the U.S. without explanation, or on vague national security grounds. ■

Poll: Canadians Want Tuition Fees Lowered or Eliminated

Over half of Canadians believe that tuition fees should be lowered, and almost 60 per cent believe tuition fees should be eliminated over time, according to a Harris Decima poll commissioned by CAUT and the Canadian Federation of Students.

Support for eliminating fees is strongest in the Atlantic provinces, where more than 70 per cent of respondents said tuition fees should be abolished.

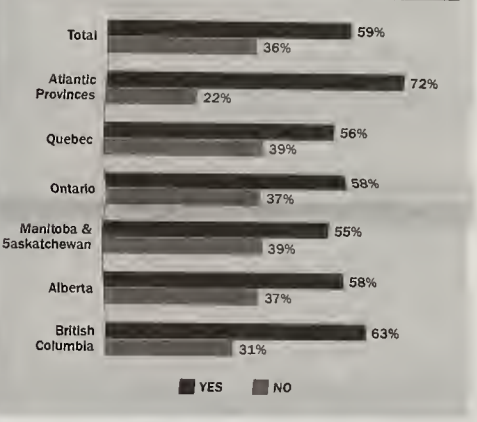
The poll also revealed that Canadians want more accountability over how federal education dollars are spent by the provinces, with more than 60 per cent of respondents saying conditions should be attached to federal transfers intended for universities and colleges.

When it comes to dealing with the economic crisis, most polled said the government should introduce stimulus measures that focus on direct job creation, with 43 per cent choosing investing in infrastructure to create jobs as the single most important measure. Investing in education and research came second, chosen by 25 per cent of respondents, while 19 per cent chose tax cuts as the best way of providing benefit to the economy. ■

The Harris/Decima poll results are based on a sample of 2,036 adult Canadians interviewed between Nov. 6 and Nov. 16, 2008, and are considered accurate within 2.2 percentage points, 19 times in 20.

Version française à la page A4.

Should tuition fees be eliminated over time?



La recherche fondamentale plus créatrice de valeur que la recherche appliquée

Selon les conclusions d'une récente étude menée par le Russell Group (un réseau rassemblant les 20 principales universités de recherche au Royaume-Uni), la recherche fondamentale a un impact social et économique beaucoup plus important que la recherche à vocation commerciale.

L'étude, fondée sur les données de 82 projets, indique que la rentabilité commerciale de la recherche fondamentale motivée par la curiosité intellectuelle des scientifiques (« blue skies research ») s'est révélée plus de deux fois plus élevée que celle de la recherche appliquée. Des dix principaux projets mesurés en fonction de leur rendement financier, huit relevaient de la recherche fondamentale.

Le groupe s'est servi de ses conclusions pour mettre en garde les gouvernements contre l'accroissement du financement de la recherche appliquée, dont l'impact économique est prévisible. Selon le rapport, les études de cas considérées montrent que l'application universelle d'une telle ligne de conduite au profit de la recherche appliquée se serait traduite par une perte de 1,2 milliard de livres sterling pour l'économie britannique.

« Les politiques de financement qui exigent en contrepartie des résultats garantis pourraient compromettre les retombées positives imprévues ou susceptibles de se manifester bien des années plus tard, et qui pourraient pourtant avoir une très grande importance commerciale », font valoir les auteurs du rapport.

« Nous devons, à titre d'intervenants du secteur, expliquer toute l'importance de la sérendipité », observe Wendy Piatt, directrice générale du Russell Group. « Certains des produits de pointe les plus intéressants sont issus de projets de recherche orientés au départ vers quelque chose de complètement différent. » ■

English on page A10.

L'affaire Apotex contre Olivieri

→ Suite de la PAGE A1

commis, fait valoir la société pharmaceutique, lorsque la professeure « a soit dénigré directement Apotex et/ou le déférioprone, soit acquiescé ou consenti au dénigrement ». Apotex inclut entre autres dans la liste des prétendus actes de dénigrement un article sur Nancy Olivieri publié dans l'encyclopédie en ligne Wikipédia, divers articles de journaux portant sur la professeure ainsi que l'annonce faite sur un site web qu'une compagnie cinématographique travaillait au scénario du film « The Nancy Olivieri Story ».

L'exposé de la demande d'Apotex comporte également de nombreuses allégations de « dénigrement » qui semblent s'appuyer uniquement sur le fait que M^me^ Olivieri ait participé ou assisté à des conférences sur les relations entre les universités et l'industrie pharmaceutique en général, la liberté académique, la recherche scientifique et les conflits d'intérêts.

« Il est fort inquiétant qu'Apotex, qui se décrit comme un chef de file de la recherche, semble faire aussi peu de cas de la liberté académique, qui est pourtant une valeur essentielle à la recherche », a déclaré M. Turk. « À mon avis, les professeurs d'université et le grand public ne devraient pas hésiter à appuyer M^me^ Olivieri dans cette bataille juridique déplorable. » ■

On peut prendre connaissance des allégations spécifiques faites par la société pharmaceutique dans l'affaire Apotex Inc. c. Nancy Olivieri à www.caut.ca/uploads/Appendix.pdf (en anglais). L'exposé des faits intégral d'Apotex est présenté à www.caut.ca/uploads/statement_of_claim.pdf (en anglais).

SOLIDARITY IN RESEARCH

LOARC is seeking researchers interested in participating in a unique, progressive and multidisciplinary collaborative.

Union health and safety activists, health and safety professionals and university-based researchers have come together with a common concern that research agendas in occupational health and safety are too removed from the experience of workers and their abilities to alter the conditions in which they work.

The goal of LOARC is to improve working conditions and health for workers through fostering research collaboration across unions, occupational health and safety professionals and university researchers.

The objectives of the coalition are to

1. Provide unique opportunities for collaboration between workers, their unions, occupational health and safety professionals and academic researchers.
2. Effect changes at work that will promote worker health, safety and wellbeing.
3. Use our skills more effectively and develop relationships.
4. Improve effectiveness of prevention practices by engaging workers through their unions in priorities, decisions and implementation.

CAUT members have a unique contribution to make drawing on both their work interests and experiences.

For more information please contact

Andy King United Steelworkers Union
(416) 544-5996 / aking@usw.ca

Syed Naqvi
Occupational Health Clinics for Ontario Workers
(416) 449-0009 ext 231 / snaqvi@ohcow.on.ca

Wayne Lewchuck McMaster University
(905) 525-9140 ext 27293 / lewchuk@mcmaster.ca

Laura Lozanski
Canadian Association of University Teachers
(613) 820-2270 / lozanski@caut.ca

LOARC

A Labour / Occupational Health Clinics for Ontario Workers Inc. / Academic Research Collaboration

COMMITTEE VACANCIES | POSTES À COMBLER

CAUT Standing Committees

CAUT is seeking potential members for its four standing committees of Council. Each of these committees has at least eight members (including the chair) and normally meets twice a year.

Position Vacancies

Academic Freedom and Tenure Committee, Two or Three Vacancies (dependent on whether an incumbent member of the committee is elected chair). Members should have considerable involvement in one or more of the following areas: academic freedom, human rights and civil liberties. They must be sympathetic to and have had experience in the defence of academic freedom and tenure and they should be willing and available to dedicate considerable time between meetings to the work of the committee, including promotion of academic freedom, drafting of documents and other related activities.

Collective Bargaining and Economic Benefits Committee, Two Vacancies. Members should have demonstrated experience in collective bargaining. They should be able to commit time between meetings to the work of the committee, including drafting of model clauses, development of policy statements and other related activities.

Librarians' Committee, One Vacancy. Members should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian post-secondary institutions. They ought to be aware of policy matters pertaining to academic rights and working conditions of academic librarians. Members should be willing and available to dedicate significant time between meetings to the work of the committee, including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Women's Committee, Two or Three Vacancies (dependent on whether an incumbent member of the committee is elected chair). Members should have considerable experience representing the interests of women. They should also have knowledge of policy matters pertaining to women in post-secondary education. Members should be willing and available to dedicate considerable time between meetings to the work of the committee, including educational work, drafting of documents and other related activities.

Term of Office

The term of office for members of standing committees is normally three years, with the possibility of one renewal.

Application Procedure

If you are interested in being on one of these committees, please send a letter indicating the committee and your background relevant to that committee to:

Johanne Schumacher
Executive Assistant to the Executive Director
Canadian Association of University Teachers
2705 Queensview Drive
Ottawa Ontario K2B 8K2

Deadline 1 February 2009

Comités permanents de l'ACPPU

L'ACPPU est à la recherche de membres qui pourraient occuper des postes au sein des quatre comités permanents du Conseil. Chacun de ces comités compte au moins huit membres (incluant le président ou la présidente) et entend se réunir normalement deux fois l'an.

Les postes vacants

Comité de la liberté académique et de la permanence de l'emploi, deux ou trois postes (selon qu'un membre siégeant au sein du comité est élu à la présidence). Les candidats et candidates doivent avoir joué un rôle dans l'un ou plusieurs des domaines suivants : la liberté académique, les droits humains et les libertés civiles. Ils ou elles doivent être sympathiques à la défense de la liberté académique et de la permanence de l'emploi et avoir acquis de l'expérience dans ce domaine. Ils ou elles doivent être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment à la promotion de la liberté académique, en rédigeant des documents et en exerçant des activités connexes.

Comité de la négociation collective et des avantages économiques, deux postes. Les candidats et candidates doivent avoir une expérience confirmée dans le domaine de la négociation collective. Ils ou elles doivent pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en rédigeant des clauses modèles, en élaborant des énoncés de principes et en exerçant des activités connexes.

Comité des bibliothécaires, un poste. Les candidats et candidates doivent avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations des bibliothécaires dans les institutions canadiennes d'enseignement postsecondaire. Ils ou elles doivent connaître les questions de principe touchant les droits académiques et les conditions de travail des bibliothécaires dans les universités et collèges. Les membres doivent également pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à l'organisation du colloque biennal, en rédigeant ou en révisant des documents, en répondant à des demandes de renseignements et en exerçant des activités connexes.

Comité des femmes, deux ou trois postes (selon qu'un membre siégeant au sein du comité est élu à la présidence). Les candidates doivent avoir une expérience considérable dans la représentation des intérêts des femmes. Les membres doivent connaître les questions de pnncipe touchant le rôle des femmes dans l'enseignement postsecondaire. Elles doivent également pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en réalisant un travail d'information, en rédigeant des documents et en exerçant des activités connexes.

Mandat

La durée du mandat des membres des comités permanents est normalement de trois ans avec la possibilité d'un renouvellement.

Procédure de demande

Les personnes désirant siéger à l'un de ces comités sont priées de faire parvenir une lettre précisant le nom du comité qui les intéresse et décrivant l'expérience qu'elles possèdent par rapport à ce comité à :

Johanne Schumacher
Adjointe exécutive au directeur général
Association canadienne des professeures et professeurs d'université
2705, promenade Queensview
Ottawa (Ontario) K2B 8K2

La date limite 1er février 2009

CAUT ACPPU **Canadian Association of University Teachers**
Association canadienne des professeures et professeurs d'université

NEWS

IN MEMORIAM

Victor Sim, 1928–2008

VICTOR Sim passed away in Ottawa on Dec. 7, after a brief illness. Vic joined CAUT in 1973, where he served as associate executive secretary until his retirement in 1988. Throughout this period he also served as secretary of CAUT's Academic Freedom and Tenure Committee, in addition to a one-year stint as acting executive secretary. Born in Scotland, Vic was educated in Canada and worked for a decade as a geographer of the High Arctic region with the federal government before deciding on an academic career. He earned a PhD in geography from McGill University then taught for a decade at the University of Western Ontario, including three years as chair of his department, prior to coming to CAUT. A central player in the development of policy statements adopted by CAUT Council, Vic maintained an unshakable conviction of the university as a place of liberty, of the need for pluralism and tolerance, and of the importance of academic freedom and tenure in the contemporary university. In 1990, Vic, cited as the "heart and soul" of CAUT's Academic Freedom and Tenure Committee over his 15 years,

Victor Sim lost his battle with cancer last month. He was 80.

received the Milner Memorial Award, the greatest recognition CAUT can give for distinguished contributions to the cause of academic freedom. "Vic was able to exert influence on a range of difficult issues that came before the organization in the 1970s and 1980s," said CAUT executive director James Turk. "He was a man of strong principles and integrity. His loss will be deeply felt by all he touched within CAUT and the wider academic community." ■

Décès de Victor Sim

VICTOR Sim est décédé à Ottawa, le 7 décembre dernier, après une brève maladie. Vic a rejoint l'ACPPU en 1973 où il a occupé le poste de secrétaire général associé jusqu'à son départ à la retraite en 1988. Au cours de cette même période, il a assumé les fonctions de secrétaire du Comité de la liberté académique et de la permanence de l'emploi de l'ACPPU, en plus d'assurer l'intérim du secrétaire général pendant un an. Écossais de naissance, Vic a fait ses études au Canada et a travaillé pour le gouvernement fédéral comme géographe de la région de l'Extrême-Arctique avant d'entreprendre une carrière universitaire. Il a obtenu son doctorat en géographie à l'Université McGill, puis il a enseigné à l'Université de Western Ontario pendant dix ans, dont trois à titre de chaire de son département, avant de se joindre à l'ACPPU. Figure centrale dans l'élaboration des énoncés de principes adoptés par le Conseil de l'ACPPU, Vic a toujours mis en avant, avec une conviction inébranlable, le rôle de havre de liberté de l'université, la nécessité du pluralisme et de la tolérance, ainsi que l'importance de la liberté académique et de la permanence au sein de l'université contemporaine. Considéré comme « l'âme et le coeur » du Comité de la liberté académique et de la permanence de l'emploi pendant ses 15 années à l'ACPPU, Vic s'est vu décerner en 1990 le prix commémoratif Milner – la plus haute distinction accordée par l'ACPPU pour souligner une contribution remarquable à la cause de la liberté académique. « Vic a su exercer une influence sur une gamme de dossiers difficiles que l'association a été amenée à traiter dans les années 1970 et 1980 », se rappelle le directeur général de l'ACPPU, James Turk. « C'était un homme de principes et de grande intégrité. Son absence sera profondément ressentie par tous ceux et celles qu'il a marqués de son talent et de sa personnalité tant à l'ACPPU que dans l'ensemble de la communauté universitaire. » ■

Erratum

In the published version of the 2008–2009 CAUT Almanac of Post-Secondary Education in Canada some of the sources and footnotes for a number of tables and figures were labelled incorrectly. These errors have been corrected in the online version and a reference table can be downloaded at www.caut.ca. Corrections have also been made to Tables 1.4 and 8.3.

Dans la version imprimée de *l'Almanach 2008-2009 de l'enseignement postsecondaire au Canada de l'ACPPU*, certaines des sources de référence et des notes de renvoi se rapportant à des tableaux et à des figures sont incorrectes. Ces erreurs ont été corrigées dans la version en ligne et un tableau peut être téléchargé à cet effet à l'adresse www.acppu.ca. Des corrections ont également été apportées aux tableaux 1.4 et 8.3.

COMMENTARY
TRIBUNE LIBRE

Feeding a Fine Hunger

Good teaching is not a separate & distinct activity from the rest of academic work.

By FRANK FUREDI

AFTER three decades of working with undergraduates, I remain convinced that teaching is best learnt on the job. The more teaching I do, the more it becomes evident that, in the university, good teaching is not a separate and distinct activity from the rest of academic work.

Although the "teaching" experts can provide us with a few interesting tricks, their training often misses the point: that academic teaching cannot be recycled as a series of distinct skills and competencies. Yes, we all have to learn how to teach, but not everything that has to be learnt can be taught. The "trick" is how to learn from the experience of teaching.

The most important lesson I have learnt is that to be successful as a teacher, you have to take students seriously – and I do mean really seriously. Undergraduates are young adults who possess the potential for self-direction and autonomous inquiry.

Yet often we are told that students today are little more than biologically mature pupils who require three things: support, support and more support. According to contemporary pedagogic wisdom, we live in a fluid world where teaching must adapt to new, changing realities.

It is frequently suggested that the body of undergraduates has become more diverse and no longer comes from a small pool of the traditional elite-educated middle class. The implication of this argument is that an "inclusive" pedagogic approach must cater for different needs, and in particular focus on the problems of so-called non-traditional students. It appears that they have individual deficits that require not only "support" but also new and different forms of assessment. "Student-centred teaching" is the order of the day.

Over the years, I have drawn the conclusion that an obsession with student-centred teaching has two damaging consequences.

It distracts academics from pursuing the intellectual logic of their discipline with their undergraduates, and it can also lead to the cultivation of a regime of low expectation in the student body. Whatever their social and cultural backgrounds, students who want to learn will flourish if we take them seriously.

I had my first experience with "non-traditional" students in 1976–77, when I ran an evening Workers' Educational Authority course on contemporary international relations in the Kentish working-class town of Deal.

Most of my students were working miners or former miners who worked at the now long-closed Betteshanger Colliery. They may have been "non-traditional," but they were thirsty for ideas and continually put pressure on me to account for arguments. I knew that they were getting on top of the material because, by the end of the course, I too had learnt much about my own subject.

I had a similar experience a few years later when I gave a series of seminars to students at the University of Zambia in Lusaka. Some of my students were very non-traditional. They had parents who had barely finished their primary education.

What dominates my memory of these students was their intense hunger for ideas. Once when I protested that I had to finish a seminar discussion and resume my research, one of them pointed out to me that they "expected me to teach for the love of it for they loved learning." It was evident to me that despite their poverty, what they craved was intellectual stimulation and not support.

So what have I learnt? Regardless of who is in the lecture hall, academic teaching always contains a tension between motivating undergraduates to study and getting across a body of complex ideas. The content of what is taught is dictated by the academic subject matter.

But the presentation of a subject should be influenced by the reaction and signals transmitted by students. In these days of officially formalized feedback, it is easy to overlook the fact that the most useful feedback is the spontaneous reaction and body language of students in a lecture hall or seminar room. Those semi-verbal responses constitute an important dimension of a dialogue that we need to learn from.

One of the most difficult lessons I had to learn as a teacher was that the problem with lectures that did not work was not reducible to style or presentation. Over the years, I discovered that lack of clarity in presentation was in part attributable to a lack of clarity about the subject matter.

Teaching in higher education requires that we continually develop our understanding of our subject. As a young lecturer, I remember feeling constant frustration about my inability to get my students to grasp the meaning of simple concepts such as "society" and "the social."

I still feel a twinge of embarrassment when I recall my early futile attempts to go beyond very formal expositions about the difference between nature and nurture. It was only after a series of disappointing episodes of miscommunication that I decided to spend some time reading about this subject to see if I could teach it more effectively.

It was while reading the introduction to Karl Marx's *Grundrisse* one evening that the proverbial light bulb was switched on. The passage that did it was about the socially mediated meaning of eating: "Hunger is hunger, but the hunger gratified by cooked meat eaten with a knife and fork is a different hunger from that which bolts down raw meat with the aid of hand, nail and tooth."

A week later I tried it out in one of my seminars. "Even an apparently biological act like eating is socially mediated," I explained, before elaborating on Marx's example. Did it work? Almost immediately one of my Nigerian students pointed out that "you Europeans worry about overeating while we in Africa are concerned about not having enough food in our belly."

A few minutes later another student raised the question of eating disorders. "It is unlikely that people in the Stone Age knew very much about anorexia," she posited. By the end of the seminar, the students had begun to internalize the concept of "social" and I learnt how to teach this subject more effectively.

It was not the magic of the *Grundrisse* that achieved this revelation. I could have gained inspiration from numerous other texts. For me, what was significant about this episode was that I finally learnt to treat a problem of teaching as an issue that was inseparable from matters to do with my scholarship.

Frequently we extol the virtues of research-led teaching, but often overlook the significance of teaching-led research. That is why it is not a platitude to conceive of academic teaching as an engagement or a relationship. Indeed, these relational aspects give this form of teaching its distinct academic character.

Most of the discussion on university teaching has as its focus the problem of motivating undergraduates. Many of the techniques proposed to deal with this problem are pedagogic gimmicks designed to keep students awake and active. Some higher education experts regard "old-fashioned" lectures and seminars as far too formal for the new digital generation.

One quality-assurance maven who advised me to experiment with "group work" reminded me of advocates of "circle time" in primary school. Such techniques are designed to keep children active, awake and included. The problem is that it encourages participation without focus.

And unfortunately such unfocused activity does not encourage students' aspiration for autonomous inquiry. Indeed, all too often group work distracts undergraduates from developing their sense of self-direction.

Motivational techniques and pedagogic tricks are not able to deal with what is probably the most important challenge facing lecturers in the social sciences, which is the teaching of abstract concepts and theory.

Even the most lively mind can get discouraged when forced to tackle a text written by Max Weber or Emile Durkheim. "There is no royal road to science and only those who do not dread the fatiguing climb of its steep paths have a chance of gaining its luminous summits," wrote Marx.

I have often had to bite my lip to stop myself from quoting this advice to my students. After my first year of teaching, I learnt that exhortation does not work. Some of my colleagues suggested that I try using humour. Others advised that I try bringing my lectures down to earth and do my best to ensure that the material that I use is seen as relevant by students.

Humour, lively anecdotes and relevant information are useful tools for spicing up a lecture and gaining the attention of students. But they don't necessarily motivate students to study.

Indeed, sometimes they incite students to underestimate the challenge they face when confronted with concepts that are not directly relevant to their lives. And since most abstract concepts do not derive from direct individual experience, there are limits to the promotion of relevance.

Motivating students needs to be more than a psychological exercise – it requires academics to get their undergraduates to grasp the point of their discipline. The question is, how? The lecturers I know who have succeeded in achieving this are those who continually demonstrate that they take their subject seriously.

The passion, commitment and enthusiasm transmitted by a lecturer are traits that are peculiarly effective for communicating the idea that theirs is a really important subject. Nothing can motivate students more than the belief that they are participating in a very important discussion or an important intellectual event.

Of course it is not possible to feel enthusiasm for every lecture, nor can academics be expected to feel passionate 24 hours a day. But such sentiments can be renewable resources through the pursuit of our work. The pursuit of knowledge changes the way we teach – I could never again experience the intense sense of importance that I experienced as a new lecturer.

When every new lecture is perceived as an adventure, it is difficult not to motivate those around you. The sheer energy of some new lecturers is sufficient to create a real buzz in the lecture hall. But after a while that energy needs to be renewed through the development of new intellectual interests and a confrontation with new challenges if we are to continue to inspire our students.

But it is a two-way process because often it is our students who stimulate us to move in new directions. The formal provision of staff development does little to enhance the quality of teaching. What we need are not courses in communication skills but time to develop the ideas that are worth communicating to our classes.

See FEEDING A FINE HUNGER Page A10 ➔

NEWS ACTUALITÉS

La santé et la sécurité au travail

→ Suite de la PAGE A3

n'est pas prévu expressément par la loi, tous les collèges et les universités devraient avoir en place un comité mixte de santé et de sécurité formé de représentants du personnel académique choisis par le syndicat ou l'association. Ce comité devrait avoir la qualité d'organe central responsable du règlement des questions de santé et de sécurité au travail.

Ces questions doivent également être prises en charge dans les conventions collectives par la voie de recours efficaces et de mesures de protection solides là où il y a des lacunes dans les dispositions législatives. Le soin apporté aux questions de santé et de sécurité contribue non seulement à protéger les intérêts de nos membres mais aussi à renforcer nos associations. À l'université où j'enseigne, les questions de santé et de sécurité au sein de la faculté des sciences ont servi de catalyseur à l'organisation d'un caucus de tous les syndicats qui est parvenu à exiger des changements. Une telle démarche mobilisatrice autour de la sécurité a aussi permis d'amener de nouveaux membres à s'engager plus activement dans les activités de leur association de personnel académique.

L'ACPPU veille en permanence à ce que ses associations membres soient pleinement informées des questions de santé et de sécurité. Nous créons et diffusons des ressources sur ces sujets; nous avons tenu en novembre une deuxième conférence sur la santé et la sécurité au travail; et nous publions régulièrement sur notre site web des fiches d'information sur la santé et la sécurité ainsi que des mises à jour. ■

Basic Research Trumps Applied in Value Created

BASIC research has a far greater social and economic impact than commercially-driven research, according to a recent study released by the Russell Group – the informal collective of the top 20 research universities in the UK.

Based on data from 82 projects, the report shows that basic research, driven by the scholarly interests of the scientists, so-called blue skies research, ended up having commercial returns more than double that of applied research. Of the top 10 projects, measured in terms of financial return, eight were the product of basic research.

According to the Russell Group universities, governments should not direct more funding at applied research, where economic impact is predicted in advance. Based on the case studies, the report says the universal application of such a policy in favour of applied research would have resulted in a loss of £1.2 billion to the UK economy.

"Funding policies that require a hypothecated impact could jeopardise outcomes that may arise unexpectedly, or that may take many years to come to fruition, yet have huge commercial significance," the report says.

"It is important that we – the sector – explain the importance of serendipity," points out Wendy Piatt, director general of the Russell Group. "Some of the most groundbreaking products have resulted from a research project that set out to explore something completely different." ■

Research Climate

The term blue skies research implies a freedom to carry out flexible, curiosity-driven research that leads to outcomes not envisaged at the outset. This research often challenges accepted thinking and introduces new fields of study. Science policy in the UK has given growing support for short-term goal-oriented scientific research projects, with pressure being applied on researchers to demonstrate the future application of their work. These policies carry the risk of restricting freedom, curbing research direction and stifling rather than stimulating the creativity needed for scientific discovery.

Source: Belinda Linden, excerpt from "Basic Blue Skies Research in the UK: Are We Losing Out?," Journal of Biomedical Discovery and Collaboration, 2008, 3:3.

Version française à la page A7.

Apotex vs. Olivieri

→ From PAGE A1

and the pharmaceutical industry at large, academic freedom, scientific research and conflict of interest.

"It is extremely troubling that Apotex, which describes itself as a major research company, should appear to have such small regard for the academic freedom that is at research's very core," says Turk. "In my view, university teachers and the public at large should not hesitate to support Dr. Olivieri in opposing such a disturbing lawsuit." ■

The specific allegations made by Apotex in Apotex Inc. and Nancy Olivieri can be viewed at www.caut.ca/uploads/Appendix.pdf. Apotex's statement of claim can be viewed at www.caut.ca/uploads/statement_of_claim.pdf.

Feeding a Fine Hunger

→ From PAGE A9

At its best, good university teaching does something that impacts on the lives of our students and occasionally even changes them. So whenever you feel frustrated with all the pointless paperwork demanded of you, remember that academic teaching is a privileged vocation. You get to influence cohorts of lively students, and through them you gain important insights into your own subject. Sometimes it even seems unfair, because you get more out of the deal than the students. Teaching is learning both about your subject and yourself. ■

Frank Furedi is professor of sociology at the University of Kent at Canterbury, United Kingdom.

This article first appeared in the 30 October 2008 edition of Times Higher Education. Reprinted with permission.

The views expressed are those of the author and not necessarily CAUT.

CALL FOR NOMINATIONS / APPEL DE CANDIDATURES

CAUT Executive Committee

Nominations are being sought for election to the CAUT Executive Committee. Individual affiliated members and associate members of CAUT are entitled to run for any vacant position and to make nominations. Nominations of members of equity-seeking groups are encouraged. Elections will take place at the CAUT Council meeting in Ottawa in April 2009.

Position Vacancies

President. Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of president should have considerable experience in academic staff association affairs at the local level.

Vice-President. Responsible for assisting the president with his or her responsibilities and undertaking other duties as decided by the executive committee.

Three Members-at-Large. Responsible for undertaking duties as decided by the officers and the executive committee.

Chair, Academic Freedom and Tenure Committee. Responsible for chairing the AF&T Committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of AF&T should have considerable experience in dealing with academic freedom issues and shall normally have served at least one year on the committee.

Chair, Women's Committee. Responsible for chairing the Women's Committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of the Women's Committee should have considerable experience representing the interests of women, have knowledge of relevant policy matters and shall normally have served at least one year on the committee.

Term of Office

The term of office of the president, vice-president and executive committee members-at-large is one year. The term of office of committee chairs is two years.

Nomination Procedure

Nominations should be sent to:
Gordon Shrimpton
Chair, Elections and Resolutions Committee
Canadian Association of University Teachers
2705 Queensview Drive
Ottawa Ontario K2B 8K2
Fax: (613) 820-7244

Nominators should include:
(1) a letter of nomination;
(2) a brief statement of why the nominator feels the nominee is qualified to serve;
(3) the agreement of the nominee to serve if elected; and
(4) a completed copy of the standard information form available at www.caut.ca.

Nomination Deadline 1 March 2009

Information on release time is available at www.caut.ca/pages.asp?page=312&lang=1

Comité de direction de l'ACPPU

Nous sollicitons des candidatures à des postes au sein du Comité de direction de l'ACPPU. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de se présenter comme candidat ou candidate et de présenter des candidatures. Les candidatures des membres du personnel académique qui font partie des groupes recherchant l'équité sont invités. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2009.

Les postes vacants

La présidence. La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et elle s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidates et candidats à la présidence doivent avoir une expérience considérable en matière d'associations de personnel académique à l'échelle locale.

La vice-présidence. La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités et à entreprendre d'autres tâches définies par le Comité de direction.

Trois membres ordinaires. Les membres ordinaires doivent exercer les fonctions définies par les dirigeants et le Comité de direction.

La présidence du Comité de la liberté académique et de la permanence de l'emploi. La ou le titulaire doit présider le CLAPE et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidates et candidats à ce poste doivent avoir une expérience considérable dans le domaine de la liberté académique et doivent normalement avoir siégé depuis au moins un an au sein du comité.

La présidence du Comité des femmes. La ou le titulaire doit présider le Comité des femmes et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidates et candidats à ce poste doivent avoir une expérience considérable dans la représentation des intérêts des femmes, une connaissance des questions relatives aux politiques et doivent normalement avoir siégé depuis au moins un an au sein du comité.

Mandat

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat de la présidence des comités est de deux ans.

Méthode de mise en candidature

Prière d'adresser les candidatures à :
M. Gordon Shrimpton, président
Comité des élections et résolutions
Association canadienne des professeures et professeurs d'université
2705, promenade Queensview
Ottawa (Ontario) K2B 8K2
Téléc. : (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature :
(1) une lettre de mise en candidature;
(2) une brève déclaration expliquant pourquoi la personne qui présente la candidate ou le candidat estime qu'il ou elle possède les qualités voulues;
(3) l'accord de la candidate ou du candidat de siéger au sein du comité advenant son élection;
(4) une copie du formulaire d'information réglementaire, dûment rempli, disponible à l'adresse www.acppu.ca.

La date limite 1er mars 2009

Les renseignements au sujet du dégagement se trouvent à l'adresse :
www.acppu.ca/pages.asp?page=312&lang=2

CAUT ACPPU **Canadian Association of University Teachers**
Association canadienne des professeures et professeurs d'université

Call for Participants

Are you a Canadian academic with Multiple Sclerosis?

A research study is currently underway investigating how Canadian academics with multiple sclerosis (MS) negotiate the workplace, including in gendered and socio-spatial ways. A goal of the study is to increase our understanding of these workers' experiences and employment-related decisions.

Interviews are being conducted with three groups of academics who have MS:
1. those who hold full-time academic positions;
2. those who hold part-time and contractually-limited academic positions; and
3. those who are retired faculty members.

Participating in an interview involves speaking with a researcher by phone for approximately 1 hour at a time of your convenience.

Want more information? Contact **VALORIE CROOKS**
1-778-782-3507 or **crooks@sfu.ca**

In return for your participation you will receive a copy of the research summary and a $25 honourarium.

All potentially identifying information will be held in strict confidentiality
This study has been approved by the research ethics boards at Simon Fraser University and the University of Winnipeg
This study is funded by the Social Sciences & Humanities Research Council of Canada (SSHRC) and led by researchers at Simon Fraser University (Valorie Crooks), Lakehead University (Sharon Dale Stone), and the University of Winnipeg (Michelle Owen).

BOOKSHELF
COIN DES LIVRES

Going Soft on Corporate Invasion

The University in a Corporate Culture

Eric Gould. New Haven, CT: Yale University Press, 2003; 272 pp; ISBN: 978-0300-087062, cloth $50 US.

By EMERY J. HYSLOP-MARGISON

THE view that universities are increasingly influenced by corporate dominated culture, politics and economics is hardly an original observation. The most notable books on the subject tend to advance a polarized perspective, perhaps justifiably so, on the issue. Renowned academics such as Stanley Aronowitz (2001), in *The Last Good Job in America*, and Henry Giroux (2003), in *The Abandoned Generation: Democracy Beyond the Culture of Fear*, portray the corporate domination of higher education as a direct threat to institutional autonomy, academic freedom and the democratic role of universities as public spaces for critical discourse.

In *The University in a Corporate Culture*, Eric Gould employs a Hegelian type synthesis of corporate and liberal academic objectives as a potential solution to relieve the tension between the democratic responsibilities and human capital aims of higher education. Unfortunately, there is an air of structural resignation in the text suggesting this corporate domination of universities reflects an ahistorical and irreversible trend.

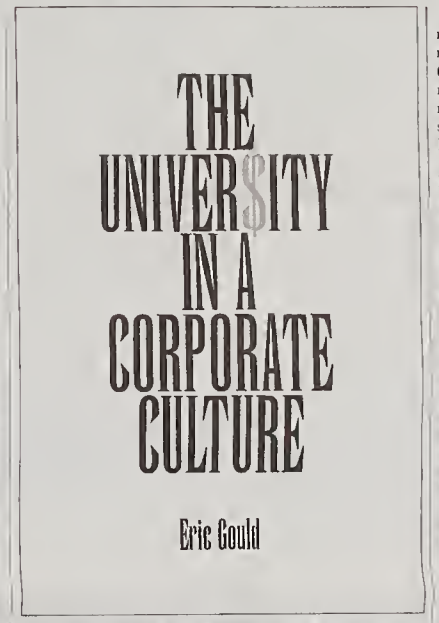
Gould's perspective is especially troubling in light of the current collapse of neo-liberal market practices and the corresponding reasons about why linking higher education to transient market needs ought to be viewed with considerable suspicion. Ultimately his attempt to fuse democratic ideals with neo-liberal economic demands offers the incoherent vision of a democratic education that denies the possibility of structural change by tying itself to a specific socioeconomic framework.

He views the current shift toward credentializing over the more reflective, liberal and critical academic tradition in universities in a somewhat pragmatic fashion: "Academe does not consistently preserve the valuable mystique of liberal learning, and students who are bored in high school and are not self-starters will expect little improvement of their lot in college. If the cost of education has become too much to bear, students must find some way to shortcut the process and shrink tuition costs while trying to keep the integrity of the purchased product itself intact. So if a diploma is simply a credential that can be bought in three years instead of four, and universities encourage credentialism by thinning down liberal arts curricula at the undergraduate level, why pay the tens of thousands of dollars extra some universities charge?" (p. 50)

Gould discusses the shift in focus toward university experience as a human capital credentializing process and, although mildly distressed by the changes he describes, the book fails to grapple seriously with the ideological implications of this swing. The corporate invasion of the university is the inevitable source of credentializing and one of its major implications is the serious undermining of disciplines in which critical and democratic discourse is primary.

From a democratic perspective, the upshot of widespread elimination of traditional liberal arts curricula, with the reduction of courses in disciplines such as history, philosophy and the classics, is that public space to entertain alternative social visions is substantially reduced. While corporate culture pushes its neo-liberal credentializing agenda on governments and universities, it simultaneously destroys the opportunity for future citizens to consider a historical and constructed social reality.

Rather than simply preparing students for a preordained corporate culture in which citizens and workers are passive players, a traditional liberal arts curriculum seeks to create critically-minded individuals who understand democratic social transformation as a legitimate possibility. Hence, any proposed marriage between the credentializing objectives of corporate culture and liberal education is apt to be an extremely rocky one.



Gould's sympathy with neo-liberal market economy precepts and their intrusion into the university arena becomes more obvious later in the text when he observes: "Corporate values for knowledge – that it be above all useful and thus valuable – have subtly but strongly contended in the university with the more abstract, ethical and esthetic values of a liberal education. And they [corporate values] have enormous appeal. The corporate university has claimed often enough by word and deed that it wants to play a major role in allowing knowledge to flow as it will and to be personally empowering, and that, after all, is a celebration of freedom itself. Markets beget democracy and democracy capitalism. If liberal education cannot keep up with this ... it is in deep trouble." (pp. 106–07)

So instead of understanding corporate involvement as part of a wider neo-liberal ideological assault on critical thinking precepts, Gould places the onus on liberal education to rationalize itself as part of corporate culture. The corporate discourse advocating human capital development and non-educative credentializing is far less a problem, in his view, than a liberal education that refuses to adjust its programs to embrace the neo-liberal utilitarian vision of higher learning.

Gould believes traditional disciplines are largely a historic artifact that inappropriately refuses to embrace what he describes as "pluralistic market thinking." (p. 109) This type of thinking supposedly de-compartmentalizes knowledge for more general and, of course, instrumental application within a neo-liberal economic structure. He accuses liberal academics who resist this trend as simply falling into an unnecessary state of "anxiety" and "partisan politics" (p. 141) rather than sanguinely embracing the "inevitable" change they confront.

In truth, however, there is very little about the market economy discourse on education that qualifies as pluralistic, and much more that reflects a monolithic perspective of education and society more generally. Gould clearly misses the mark on this point by failing to distinguish between the democratic responsibility of universities to educate for progressive social change and merely serving as a forum to meet the human capital needs of contemporary corporate culture.

The final chapter affords the author some redemption for his previous questionable perspectives and observations. For example, his attempt to reconcile democracy with contemporary corporate culture thankfully recognizes the attending risks of completing this synthesis: "A university education is a democratic education because it mediates liberal democracy and the cultural contradictions of capitalism. That definition, I think, is the middle ground between the spokesman for modest reform, those who focus on the language of common decency and those who focus on education as mainly about social struggle and change. Higher education, if it is really the place where we reproduce society, which even relatively conservative scholars agree is the case, must be the place where democratic education is vigorously debated. [In the absence of this debate] the university is not going to be able to explain how it gets from engaging students in the business of education to the creation of democratic values themselves." (p. 226)

Although I admire Gould's recognition that democratic dialogue and debate are primary objectives of university life, I am considerably less optimistic that these objectives can be achieved in concert with the instrumental aims of corporate culture. Indeed, in the face of the current global economic crisis, it is not the traditional structure and focus of liberal learning that require in-depth evaluation, but the tenability of adopting the human capital principles of a failing corporate paradigm as the preferred model to reform university education.

In fairness to Gould, it is possible to ensure that vocationally related studies are presented in ways that critically and democratically engage learners (Hyslop-Margison, 2005). However, such pedagogies do not merely consider how democratic learning can be merged with market economy requirements. Rather, a critical and democratic vocational education also evaluates the practical, social and moral appropriateness of the prevailing economic and corporate structure.

With the imminent crumbling of corporate culture and the probable end of neo-liberal platitudes clearly in sight, the idea of universities adopting Gould's program is more problematic than ever. Indeed, such a collapse is precisely the reason why the liberal arts tradition, and the critical education it affords, ought not to be subject to the transient whims of the market as Gould proposes. This is a point that liberal academics understand very well, and their resistance to permitting market pressures to determine university objectives is far less about "partisan politics" than it is about protecting our institutions of higher education as public spaces for democratic learning. ■

Emery J. Hyslop-Margison is an associate professor in the faculty of education at the University of New Brunswick.

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Hyslop-Margison, E.J. (2005). *Liberalizing Vocational Study: Democratic Approaches to Career Education*. Lanham, MD: The University Press of America.

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CAREERS CARRIÈRES

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A

■ **ACCOUNTING — University of Waterloo.** The University of Waterloo invites applications for tenured or tenure-track positions in Accounting, for appointments beginning 2009. Rank and field are open, but we especially welcome applicants with teaching interests in auditing or financial reporting. Candidates for a tenured position should have established reputations for high-quality research and teaching, and an interest in contributing to our PhD program. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The School of Accounting and Finance is entering an exciting period of growth, in which we will add 20 new faculty members over four years. In 2009 we will add over 50,000 square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and promote intellectual curiosity and growth. The School's award-winning faculty includes active researchers using archival, experimental and analytical techniques to study a broad spectrum of accounting and finance issues. Our faculty serve on the editorial boards of leading scholarly journals. The School's collaborative environment encourages faculty members to help each other reach their maximum potential. Our highly regarded and unique undergraduate and graduate programs attract top students from Ontario and across Canada. For details about our faculty and programs please visit: http://saf.uwaterloo.ca/. The University at Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. It is located in Waterloo, Canada (designated as the 2007 Intelligent Community of the Year by The Intelligent Community Forum), a one-hour drive from Toronto, Canada's financial and cultural capital. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Canadian citizens and permanent residents receive priority. To apply, please send a curriculum vitae and research sample, electronically. In addition, three referees should send letters directly to: The Director, c/o Heidi Campbell, heidi@uwaterloo.ca. Review of applications will continue until the positions are filled.

■ **ACCOUNTING & FINANCIAL MANAGEMENT — McMaster University.** The DeGroote School of Business at McMaster University invites applications for a tenure-track position in Accounting and Financial Management Services Area, at the Assistant Professor level, beginning July 1, 2009. This candidate should have a PhD degree in the accounting field and a professional accounting designation, preferably a CA. Duties include research, teaching undergraduate students in the Commerce programs and graduate students in the MBA program, and working with PhD students. Salary will be commensurate with academic qualifications, research and teaching accomplishments, and practical experience. Applications should include a curriculum vita and the names and contact information of three references. Send applications and all supporting documentation to: Y. L. Chan, Chair, Accounting and Financial Management Services Area, DeGroote School of Business, McMaster University, 1280 Main St W, Hamilton, ON, L8S 4M4; E-mail: ylchan@mcmaster.ca; Fax: (905) 521-8995. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

■ **ACCOUNTING & FINANCIAL MANAGEMENT — McMaster University.** The DeGroote School of Business at McMaster University invites applications and nominations for a tenure/tenure track position in the Accounting and Financial Management Services Area, at the senior Associate Professor, beginning July 1, 2009. This candidate should have a strong research record and significant teaching capabilities in the Accounting discipline. Significant experience in a Faculty PhD program with PhD supervision capabilities is also required. The candidate should be able to provide research and administrative leadership to the Area, especially with regard to the launch of the Accounting field of the PhD program. Duties include research, supervising PhD students, and teaching graduate and undergraduate students. Preferably, the candidate should have a professional designation in accounting, a CA, to strengthen the Area's goal in professional outreach. Salary will be commensurate with academic qualifications, teaching and research record. Applications should include a curriculum vita and the names and contact information of three references. Send applications and all supporting documentation to: Y. L. Chan, Chair, Accounting and Financial Management Services Area, DeGroote School of Business, McMaster University, 1280 Main St W, Hamilton, ON, L8S 4M4; E-mail: ylchan@mcmaster.ca; Fax: (905) 521-8995. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

B

■ **BIOLOGY — McGill University.** The Department of Natural Resource Sciences at McGill University is seeking outstanding applicants for a tenure-track Assistant Professor position in fish biology/fisheries science. The successful candidate will have a PhD and postdoctoral experience in fish biology or fisheries science, and demonstrated strengths in research and teaching. Research interests could include population-, stock-, community- or ecosystem-level research on fish of recreational, commercial or conservation value. A strong background in mathematical modeling, statistical analyses, and/or multidisciplinary research would be an asset, as would international and multidisciplinary experience. The successful candidate will have strong specialist foundations with a breadth of experience allowing strong contribution to a multidisciplinary research and teaching milieu. Applicants will teach undergraduate and graduate courses in wildlife biology and ecological modelling. The position becomes available 1 June 2009. Applicants should submit a letter of intent, a curriculum vitae, a statement of teaching and research interests, and arrange to have three letters of reference sent to Dr. Benoît Côté, Chair, Dept. of Natural Resource Sciences, McGill University, Macdonald Campus, 21,111 Lakeshore Road, Ste-Anne-de-Bellevue, Québec, Canada, H9X 3V9. Review of the applications will begin in March 2009 and will continue until the position is filled. For further information about the Department, contact our web site at www.mcgill.ca/nrs/. McGill University is committed to equity in employment and diversity. It welcomes applications from Indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

■ **BIOLOGY — University of the Fraser Valley.** The Department of Biology at the University of the Fraser Valley, invites applications for a full-time faculty to commence July 1, 2009, or soon thereafter (subject to budgetary approval). Located in the heart of BC's Fraser Valley, and one of Canada's newest Universities, the University of the Fraser Valley offers a wide range of undergraduate and professional degrees, a collegial environment and a commitment to developing graduate programs. The Department of Biology is seeking applications in the area of Environmental Microbiology with expertise in Molecular Biology. Applicants should have an outstanding ability to teach and communicate with undergraduate students and have strong research interests in the environmental sciences, technology related to solving environmental problems, renewable energy or clean technology. Qualifications required include a PhD (or close to completion); demonstrated excellence, or commitment to establishing a record of excellence, in teaching at the undergraduate level, and evidence of potential for excellence in interdisciplinary research. For further information, contact Barbara Moon, Head, Department of Biology, c/o Pauleen Nuila, pauleen.nuile@ufv.ca. Candidates should submit curriculum vitae; evidence of teaching excellence (student evaluations if available); one-page statement of teaching philosophy including examples of innovative approaches to teaching and course design if available; one-page state-

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CAREERS CARRIÈRES

ment of proposed research program, and; names and contact information for three referees. Applications, citing Posting 2008.115, should be sent to: Employee Services; University of the Fraser Valley; 33844 King Road, Abbotsford, BC, Canada, V2S 7M8; Tel: (604) 854-4554; Fax (604) 854-1538; Website: www.ufv.ca; Email applications to: ennfo@ufv.ca. The Selection Advisory Committee will begin reviewing application on February 2, 2009; however, the position will remain open until filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UFV will contact only candidates receiving an interview. We thank all applicants for considering UFV for employment. UFV is committed to the principle of equity in employment.

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■ **BIOSTATISTICS — University of Waterloo.** The Department of Statistics and Actuarial Science at the University of Waterloo invites applications for two tenure-track positions in Biostatistics at the Assistant or Associate Professor level. These positions are contingent upon funding. Successful candidates will have a strong record in the development of statistical methods and enthusiasm and experience in collaborative health research. Duties will include undergraduate teaching in statistical methods for health research and graduate student supervision. Candidates should hold a doctoral degree in Statistics or Biostatistics. The positions are available effective July 1, 2009, but the starting time is negotiable. The Department of Statistics and Actuarial Science at the University of Waterloo is in an exciting period of growth and senior appointments are planned in both Biostatistics and Statistics. Opportunities for collaborative public health research within the University of Waterloo are extensive and may involve faculty in Health Studies and Gerontology, the School of Optometry, the Population Health Research Group, the Waterloo Institute for Health Informatics, and others. Many opportunities for collaborative research also exist with nearby health research institutions. The Department of Statistics and Actuarial Science at the University of Waterloo is among the most active departments in the world with over 45 full time faculty and 152 graduate students. Departmental strengths in Statistics and Biostatistics cover a wide range of topics including methods for the analysis of longitudinal and life history data, cluster randomized studies, data mining, missing data, environmental statistics, survey methods, clinical trials, foundations in statistics, and interdisciplinary collaborative work. Interested candidates with a strong track record or potential in research and teaching are encouraged to apply for these positions. The salary offered will be commensuate with qualifications and experience. The closing date for applications is January 30, 2009. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent to: Professor Paul Marriott, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **BUSINESS — University of Windsor.** The University of Windsor, Odette School of Business, invites applications for a tenure-track position in the area of Accounting at the rank of Assistant or Associate Professor commencing July 1, 2009. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Allan Conway, Dean, Odette School of Business, University of Windsor, 401 Sunset Ave, Windsor, Ontario, N9B 3P4, Tel: (519) 253 3000, Ext. 3091; Fax: (519) 973-7073, E-mail: aconway@uwindsor. ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 001-519-561-1432 or Email: recruit@uwindsor.ca

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■ **BUSINESS ADMINISTRATION — Brandon University.** Brandon University's Department of Business Administration invites applications for a probationary (tenure-track) position, subject to budget, in Human Resources. The qualification for the position is a Master's degree and substantial professional experience; the Doctorate is preferred. Preference will be given to candidates whose secondary area of expertise contributes to one or more of the following areas: Business Policy, Management, Management Information Systems, and/or Communications. This position will be of interest to candidates interested in establishing a strong liaison with the business community. Additionally, the Faculty of Arts has established Global Studies, Science and Technology, and Women's Studies as areas of priority recruitment. Candidates whose research and/or teaching interests contribute to these areas are particularly encouraged to apply. Rank and Salary: Commensurate with qualifications and experience. Start date: August 1, 2009. Deadline for applications: January 31, 2009 or until the position is filled. Interested candidates should forward their curriculum vitae, the names of three references, a teaching dossier including course evaluations and a sample publication to: Dr. Steven Robinson, HRsearch@brandonu.ca, Acting Dean of Arts, 270-18th Street, Brandon, Manitoba, Canada, R7A 6A9. For additional information about Brandon University please visit our web site: www.brandonu.ca. Short-listed candidates will be expected to provide copies of credentials at time of interview. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. Both women and men are encouraged to apply.

C

■ **CHEMISTRY — Wilfrid Laurier University.** The Department of Chemistry invites applications for a full time, 12-month limited-term position at the Assistant Professor level beginning July 1, 2009, subject to budgetary approval. Applicants qualified to teach either Biochemistry or first-year General Chemistry courses are being sought. Candidates should have a PhD degree and a strong commitment to teaching. Applicants should send a curriculum vitae, a statement regarding teaching experience and interests, and contact information (address, telephone, and email) for three referees to Dr. Dmitri Goussev, Chair, Department of Chemistry, Wilfrid Laurier University, Waterloo, ON, N2L 3C5; Email: dgoussev@wlu.ca Applications will be accepted until February 28, 2009. Applicants can learn more about the Department of Chemistry at Laurier at www.wlu.ca/science/chemistry. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups wishing to be considered for employment equity must self-identify, in confidence, to the Dean of the Faculty of Science, Dr. Deborah MacLatchy. Only those applicants selected for an interview will be contacted.

■ **CHEMISTRY — University of the Fraser Valley.** The Department of Chemistry at the University of the Fraser Valley, invites applications for a full-time faculty to commence July 1, 2009, or soon thereafter (subject to budgetary approval). Located in the heart of BC's Fraser Valley, and one of Canada's newest Universities, the University of the Fraser Valley offers a wide range of undergraduate and professional degrees, a collegial environment and a commitment to developing graduate programs. The Department of Chemistry is seeking applications in the area of analytical/environmental or organic chemistry. Applicants should have an outstanding ability to teach and communicate with undergraduate students; applicants prepared to develop a strong research program broadly related to environmental issues will be given preference. Qualifications required include a PhD (or close to completion); demonstrated excellence, or commitment to establishing a record of excellence, in teaching at the undergraduate level, and evidence of potential for excellence in interdisciplinary research. For further information, contact David Fenske, Head, Department of Chemistry, c/o Avril Alfred, avril.alfred@ufv.ca. Candidates should submit curriculum vitae; evidence of teaching excellence (student evaluations if available); one-page statement of teaching philosophy including examples of innovative approaches to teaching and course design if available; one-page statement of proposed research program, and; names and contact information for three referees. Applications, citing Posting 2008.114, should be sent to: Employee Services; University of the Fraser Valley; 33844 King Road, Abbotsford, BC, Canada, V2S 7M8. Tel: (604) 854-4554; Fax (604) 854-1538; Website: www.ufv.ca; Email applications to: ennfo@ufv.ca. The Selection Advisory Committee will begin review-

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ACADIA UNIVERSITY

Wolfville, Nova Scotia

Acadia offers a stimulating, vibrant environment, an and aff campus, where dedicated faculty inspire and challenge students to be their best. Academic innavatian has gornered the university a reputation for excellence.

Our history af praviding excellent acadamic programs and autstanding student life activities, cambined with aur setting in the university-ariented cammunity af Walfville an the shares af the Minas Basin, have all contributed ta Acadia being recognized as one af Canada's premier undergraduate universities.

Bring leadership

to a Faculty poised for the future as

Dean, Pure & Applied Science

In this highly ranked university with an excellent reputation for undergraduate education and a growing research and graduate focus, you will build on the solid record of academic achievement of six Departments, three Schools and six Research Centres. Reporting directly to the Vice-President Academic, you will bring a demonstrated passion and talent for academic leadership and a philosophy and approach that fosters innovation in research and teaching to a vibrant and well-supported faculty.

You will work with academic and administrative colleagues to ensure that Acadia continues to attract bright faculty and students, collaborate with others to bring external funding to support such valuable resources as the K.C. Irving Environmental Science Centre and build on success Acadia has enjoyed in developing public-private relationships to solve scientific problems. As Dean, you will support more than 80 faculty members, most of whom are active funded researchers, in their research and teaching. You will make a direct contribution to an outstanding university experience for more than one third of Acadia's 3000 students, majoring in one of the Faculty's programs. With your success as both a scientist and university administrator, you have the requisite academic and leadership credentials to excel in this tenured position.

Confidential enquiries and applications (letter of interest and curriculum vitae) can be directed to Dr. Robert Perrins, Dean of Arts and Member of Search Committee, Acadia University, Wolfville, Nova Scotia, B4P 2R6 or emailed to robert.perrins@acadiau.ca. Only short-listed candidates will be asked to provide contact information for three references. We invite you to visit www.acadiau.ca to learn more about our university.

• *The deadline for applications is February 16, 2009.*

Acadia University incorporates computer technology into the learning process and faculty members have the opportunity to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours.

The university invites applications from all qualified individuals. Acadia University is committed to employment equity in the workplace. Canadian citizens and permanent residents will be given priority.

While budgetary approval has been granted for this position, Acadia University reserves the right not to fill this position.

ACADIA UNIVERSITY

Educational Leadership

Organization & Leadership in K–12 Education

Tenure Track Faculty Position

University of Lethbridge

FIAT LUX

Faculty of Education

The Faculty of Education at the University of Lethbridge seeks to fill a Tenure-Track position in **Educational Leadership (Organization & Leadership in K–12 Education)** at the Assistant or Associate Professor level depending on qualifications.

The appointment carries the following expectations:

- Fluency with current theories and practices in areas of expertise
- Engagement in scholarly or creative work
- Contribution to teaching of graduate courses and the supervision of graduate student research in the core leadership areas
- Contribution to teaching undergraduate courses and the supervision of pre-service practicum students

Qualifications include a doctoral degree completed or near completion in Educational Leadership or a related field; a minimum of five years successful K-12 classroom teaching and administrative experience; eligibility for teacher certification in Alberta (B.Ed. or equivalent); and a broad background in institutional leadership, school-community relations, organizational policy and management, human/fiscal resources, organization systems, and/or curriculum issues. Interest in integrating communications technology into the teaching and research repertoire will likewise strengthen applications for this position. Applicants are encouraged to indicate other areas of expertise relevant to teaching and research in education, including, but not limited to, quantitative Research Methodologies, Educational Foundations, and/or Evaluation. The successful candidate will demonstrate a strong commitment to research and publication, effective communication skills, a commitment to school improvement, and a willingness to teach in off-campus programs.

Academic Setting: Lethbridge is one of the warmest and sunniest cities in Canada with almost 2400 hours of sunshine per year. Located in southern Alberta, it is two hours south of Calgary and one and half hours north of Montana. With a population exceeding 80 000 and close proximity to Banff National Park and Waterton Lakes National Park, it is an excellent place to live and work that offers a wide range of recreational and cultural facilities.

How to Apply: Applications accompanied by a curriculum vitae and the names of three references should be sent to **Dr. Jane O'Dea, Dean, Faculty of Education, University of Lethbridge, 4401 University Drive, Lethbridge, AB, T1K 3M4.** Electronic applications are welcomed and may be sent to darcy.mckenno@uleth.ca. Applications will be accepted until a suitable candidate is found. The review and interview process will begin in **March 2009.** For further information about the Faculty of Education visit our website at http://www.edu.uleth.ca.

Employment Equity: The University seeks to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

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AcademicWork.ca

CAREERS CARRIÈRES

ing application on February 2, 2009, however, the position will remain open until filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UFV will contact only candidates receiving an interview. We thank all applicants for considering UFV for employment. UFV is committed to the principle of equity in employment.

■ **CIVIL & ENVIRONMENTAL ENGINEERING — University of Waterloo.** The Department of Civil & Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position in the area of Water/Wastewater Treatment Processes and/or Environmental Chemistry at the rank of Assistant or Associate Professor. Candidates are sought with a strong background either in treatment processes or environmental chemistry and with expertise relevant to engineered or natural aquatic systems. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil & Environmental Engineering, which presently includes faculty with interest in water/wastewater treatment, water quality, hydraulics, hydrology, and hydrogeology. Applicants with a PhD in Civil, Environmental or Chemical Engineering, Applied Chemistry, or a closely related field will be considered. Applicants should be eligible for Professional Engineering registration in the Province of Ontario. Applicants must have a demonstrated ability or have clear potential for excellence, in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills, to be able to supervise graduate students, and to teach undergraduate and graduate courses in a wide range of Environmental Engineering subjects. These include environmental chemistry and physio-chemical processes for water and wastewater treatment. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Interested candidates are invited to submit detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and Fax number of at least three references. Send to Professor Wayne Parker, Chair of the Search Committee, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (http://www.civil.uwaterloo.ca/). Applications will be considered at any time until the position is filled.

■ **COMPUTER SCIENCE — University of Toronto.** The Department of Computer Science, University of Toronto, invites applications for a tenure-track appointment at the rank of Assistant Professor, to begin July 1, 2009. We are seeking applicants whose interdisciplinary research expands traditional boundaries of computer science. Exceptional applicants in all areas of computer science meeting this criterion will be considered. Particular emphasis will be placed on such applicants in human-computer interaction (HCI) and closely-related areas. The University of Toronto is an international leader in computer science research and education, and the department enjoys strong interdisciplinary ties to other units within the University. Candidates should have (or be about to receive) a PhD in computer science or a related field. They must demonstrate an ability to pursue innovative research at the highest level, and a strong commitment to teaching. Salaries are competitive with our North American peers and will be determined according to the successful applicant's experience and qualifications. Toronto is a vibrant and cosmopolitan city, one of the most desirable in the world in which to work and live. It is also a major centre for advanced computer technologies; the department has strong interaction with the computer industry. To apply for this position, please visit: http://recruit.cs.toronto.edu/ and follow the instructions. The review of applications will commence on December 15, 2008. To ensure full consideration, applications should be received by January 15, 2009. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **COMPUTER SCIENCE (INFORMATION SYSTEMS) — University of Waterloo.** The University of Waterloo invites applications for one or two tenure-track or tenured faculty positions in the David R. Cheriton School of Computer Science, in the areas of Information systems. Candidates of all levels of experience are encouraged to apply. Preference will be given to those who focus on health informatics as an application area. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, contribute to a newly-created Master's program in health informatics, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2009 calendar year. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor: this policy has encouraged the creation of many spin off companies including iAnywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please see our website for more information: http://www.cs.uwaterloo.ca. Applications should be sent by electronic mail to cs-recruiting@cs.uwaterloo.ca, or by post to; Chair, Advisory Committee on Appointments, David R Cheriton School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMPUTING SCIENCE — University of Alberta.** The Department of Computing Science at the University of Alberta is seeking a qualified individual to fill a tenure track position at the level of Assistant or Associate Professor. The research focus of this individual will be in, or related to, service-oriented architectures for applications in medical or health informatics. The successful candidate will have access to the resources of a teaching hospital and the most supportive regional health care organization in North America. The candidate is expected to establish his/her own research program, supervise graduate students, and teach at both the graduate and undergraduate level. The Department values curiosity-driven research very highly. Medical informatics researchers in Alberta enjoy access to broad datasets unavailable elsewhere. Moreover, the Edmonton clinic, under construction, will provide an unparalleled opportunity for collaborating with health scientists to apply and evaluate research in this area. Candidates are required to have a PhD in Medical Informatics, Health Informatics, Computing Sci-

Hope Chair in Peace and Health

McMaster University's Faculty of Humanities invites applications for a tenure-track/tenure appointment from scholars of international reputation for the position of the endowed HOPE Chair in Peace and Health.

McMaster University is a research-intensive university with a long standing reputation as Canada's most innovative university. The HOPE Chair will be a key member of the Centre for Peace Studies and is expected to make a significant contribution to the research and education mission of the Centre. The major focus will be on developing expertise at McMaster on the relationship between war/peace and health, including the health impacts of war, the role of political, economic and cultural factors in war-health interactions; and the impacts of health initiatives on conflict and peace building. Experience with national and international organizations will be an advantage.

We seek a candidate who holds a PhD or equivalent and has an outstanding record of teaching and research accomplishments as well as demonstrated leadership within at least one of the four main themes of the centre: Peace through Health; Human Rights, Peace Education; and Peace Activism/ Advocacy. The successful candidate will have opportunities for collaboration with other Institutes connected with Peace Studies including the Population Health Research Institute and the Institute for Globalization and the Human Condition. The candidate must have strong leadership skills, participate in University and Department related service while maintaining a vigorous research program. The proposed start date for the appointment, subject to negotiation, will be July 1, 2009, with rank and salary to be determined by experience and qualifications.

All applications shall include a curriculum vitae, a detailed statement of interest, and letters from three referees addressed to:

HOPE Chair Selection Committee,
c/o the Dean, Faculty of Humanities
McMaster University
1280 Main Street West, Hamilton, ON
Canada L8S 4K1

McMaster University
HUMANITIES

All application materials should be received on or before **February 15, 2009**

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities.

Royal Military College of Canada

Full-time, Part-time & Contract Positions
Arts, Science & Engineering

Interested in a unique challenge?

The Royal Military College of Canada invites applications for potential faculty members for full-time, part-time and contract positions, both onsite in Kingston, Toronto with the Canadian Forces College, and the Royal Military College of St Jean, and for distance learning, in the Faculty of Arts, the Faculty of Science and the Faculty of Engineering. To find out more about these programmes please visit the RMC web site at www.rmc.ca.

All position(s) will be filled at a rank and salary level appropriate to background qualifications and experience of the successful applicant. The full-time salary ceiling for a lecturer is $72,849, for an Assistant Professor is $88,448 and the ceiling for Associate Professor and Professor are $106,552 and $127,489 respectively, plus an annual terminable allowance. Full-time appointments will be subject to a probationary period of 36 months. For part-time employment and contract positions, the salary/compensation range is normally between $3,500 and $10,000 for each one-term course depending on the level of the course.

The required qualifications are a PhD (or equivalent or in exceptional circumstances, a completed Masters degree in a related discipline may be acceptable) and acceptable teaching experience. All qualified applicants will be maintained as part of an inventory of candidates for a period of one year. Some of these positions may lead to tenure-track positions but this requires a demonstrated competency in research. These positions have different linguistic profiles including French essential, English essential and bilingual, which require the ability to read, comprehend and communicate orally in both official languages.

Interested candidates should submit a letter of application for the type of employment (i.e. full time on-site, full time off-site, part-time on site, part-time off-site) , the course(s) they wish to teach, curriculum vitae, evidence of teaching ability, a summary of research interests, sample publications and names of three references to:

National Defense / Défense Nationale

Faculty Services
The Royal Military College of Canada
Canadian Forces Base Kingston
PO Box 17000 Station Forces
Kingston, ON K7K 4B4
Phone: (613) 541-6000 ext. 6964
Fax: (613) 541-6442
faculty.services@rmc.ca

VOUTE · DEVOIR · VALEUR

The Royal Military College is a coeducational and bilingual institution, and these positions are offered equally to women and men. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information.

Canada

Collège militaire royal du Canada

Postes à temps plein, temps partiel et à contrat
Arts, sciences et génie

Interessé dans un défi unique?

La Collége militaire royal du Canada invite les candidatures pour des postes d'enseignants à temps plein, temps partiel et à contrat, à la fois pour l'enseignement sur place à Kingston, Toronto avec la Collège des Forces Canadiennes, et avec le Collège militaire royal de Saint-Jean, ainsi qu'à distance au Faculté des Arts, au Faculté des Sciences et au Faculté de Génie. Pour en savoir plus au sujet des programmes offerts au CMR veuillez consulter notre site web au www.rmc.ca.

Tous les postes seront comblés à un rang et un niveau salarial approprié aux qualifications et à l'expénence du candidat choisi. Le salaire maximum pour les postes à temps plein pour le rang de chargé de cours est de 72 849 $, professeur adjoint est de 88 448 $ et le maximum pour les rangs de professeur agrégé et professeur titulaire sont de 106 552 $ et 127 489 $ respectivement, plus une indemnité provisoire. La personne sélectionnée aura une période probatoire de 36 mois. Pour les postes à temps partiel et à contrat, le niveau salarial ou de compensation se situe normalement entre 3 500 $ et 10 000 $ par cours d'un semestre dépendant du niveau du cours.

Les qualifications requises sont un doctorat (ou son équivalent, ou exceptionnellement, une maîtrise dans une discipline connexe peut être acceptable) et une expérience acceptable d'enseignement. Les dossiers des candidats qualifiés seront conservés dans nos bases de données pendant une période d'un an. Certaines de ces positions pourraient devenir des postes permanents, mais une compétence en recherches doit être démontrée. Ces postes ont un profil et des exigences linguistiques variées, dont: anglais essentiel, français essentiel et bilingue qui requiérent l'habilité de lire, comprendre et de communiquer oralement dans les deux langues officielles.

Les candidats intéressés doivent faire parvenir une lettre d'application identifiant leur préférences d'emploi (temps plein au collège, temps plein hors du collège, temps partiel au collége, temps partiel hors du collège) les cours qu'il aimerait enseigner, leur curriculum vitae, la preuve de leur capacité d'enseigner, un sommaire de leurs intérêts de recherche, quelques exemples de leurs publications et les coordonnées de trois références, à :

Services au Corps Professoral
La Collège Militaire Royal du Canada
Base des Forces Canadiennes Kingston
CP17000, Succursale Forces
Kingston, ON K7K 4B4
Tél. : (613) 541-6000 ext. 6964
Téléc. : (613) 541-6442
faculty.services@rmc.ca

Le Collège militaire royal du Canada est une institution mixte et bilingue et ce poste est offert également aux femmes et aux hommes. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux candidat(e)s de citoyenneté Canadienne. Les personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivant : http://www.cmec.ca/cicic/.

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ence or a related discipline. Areas of interest include the management of medical data (electronic health records, warehousing, ontologies, integration of diverse sources), data mining, data security, data visualization, user interfaces (including haptics), technologies for independent living and in-home care and decision support systems. The successful candidate must have a track record of applying their research to medical or health applications. The Department is known for its collegial atmosphere, dynamic and well-funded research environment, and superb research and teaching infrastructure. Faculty members are internationally recognized in many areas of computing science and enjoy collaborative research partnerships with local, national, and international institutions and companies. The University of Alberta, located in the province's capital of Edmonton, is one of Canada's largest and finest teaching and research institutions. We have a strong commitment to research excellence, undergraduate teaching and community involvement. As a population center of over one million people, Edmonton offers a high-quality, affordable lifestyle that includes a wide range of cultural events and activities in a natural setting close to the Canadian Rockies. Alberta's innovative funding initiatives for supporting and sustaining leading edge IT and medical research have attracted world-class researchers and outstanding graduate students to our Department and to the campus. Further information about the Department and University can be found online at www.cs.ualberta.ca. Salary will be commensurate with experience. The University of Alberta offers competitive salaries and an extensive benefits package. Candidates should submit a curriculum vitae, a one-page summary of research plans, a statement of teaching interests, reprints of their three most significant publications, and the names of references (with contact information) by April 30, 2009; however the competition will remain open until a suitable candidate is found. Applications may be directed to: Iris Everitt, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2E8; Email: everitt@cs.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **COSMOLOGY — University of Waterloo.** Applications are invited for two tenure-track faculty positions to be held jointly at Perimeter Institute for Theoretical Physics and the Department of Physics & Astronomy, University of Waterloo, in Waterloo, Ontario, Canada. Exceptional senior candidates may also be considered for tenured appointments. The department and institute expect to hire in the area of theoretical end/or observational cosmology with an emphasis on the physics of the early universe and the development of large-scale structure. Candidates are sought who will interact productively with the research staff at both PI and Waterloo. The Department of Physics & Astronomy is a partner in the Guelph-Waterloo Physics Institute, which includes 80 faculty and 130 graduate students. The department and PI jointly include 21 full-time faculty, and three dozen postdoctoral fellows working in cosmology, large scale structure, quantum gravity, string theory, particle physics, quantum information and foundations of quantum theory. In addition to these joint positions, Perimeter Institute expects to grow in cosmology with 2 or 3 new full-time faculty positions in the near future. Applicants should submit a curriculum vitae, a list of publications, a concise statement of research and teaching accomplishments and a research plan, as well as arranging for at least three letters of recommendation to be sent on their behalf. Applications (including the letters) should be submitted through our online application form at https://www.perimeterinstitute.ca/application/31. The selection process starts in the early part of 2009. Applications will be accepted until the positions are filled. For additional information contact Prof. Brian McNamara, Search Committee Chair at mcnamara@uwaterloo.ca, or Debbie Guenther at Perimeter Institute for Theoretical Physics at associate@perimeterinstitute.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however Canadian citizens and Permanent Residents will be given priority.

■ **CRIMINOLOGY — University of Guelph.** The Department of Sociology and Anthropology at the University of Guelph invites applications for two tenure-track positions in the area of criminology at the rank of Assistant Professor, effective July 1, 2009. Key responsibilities include teaching in the undergraduate Criminal Justice and Public Policy program, graduate student supervision and teaching in the Criminology and Criminal Justice Policy MA program, and the pursuit of scholarly research. Applicants must have (or be near completion of) an earned doctorate in Sociology or Criminology. The fields of substantive and/or theoretical interests in criminology are open, though it is unlikely that both appointments will be made in the same research areas. Applicants should be prepared to teach in two of the following areas: Crime and Criminal Justice, Criminological Theory, Violence and Society, Corrections and Penology, Young Offenders, Courts and Society, and Social Deviance. The Department of Sociology and Anthropology offers undergraduate majors, minors and areas of concentration in Sociology and Anthropology, and a major in Rural and Development Sociology. The Department is one of the main contributors to the International Development Studies program, the Women's Studies program and the Criminal Justice and Public Policy program, which is a collaborative program between the Department of Sociology and Anthropology and the Department of Political Science. The Department is also home to MA and PhD programs in Sociology, an MA in Public Issues Anthropology, and an MA in Criminology and Criminal Justice Policy (jointly offered with the Department of Political Science), as well as providing a home department to students in the Collaborative MA and PhD programs in International Development Studies. The department currently holds a Canada Research Chair in Public Policy in Criminal Justice. Applications must include a letter of application (including a statement of teaching and research interests), a curriculum vitae, a teaching dossier (including a teaching philosophy, course outlines, and course evaluations), and selected recent publications/scholarly work. Applicants should arranga for three letters of reference to be sent under separate cover. Applications should be submitted no later than January 30th, 2009 to: Dr. Vivian Shalla, Interim Chair, Department of Sociology and Anthropology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. More information about the Department of Sociology and Anthropology can be found at http://www.sociology.uoguelph.ca/. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore encourage applications from aboriginal people, persons with disabilities, members of visible minorities and women.

■ **CURRICULUM, TEACHING & LEARNING — University of Manitoba.** The Department of Curriculum, Teaching and Learning invites applications for one full-time tenure track position at the Assistant Professor level in the area of Aboriginal Education effective July 1, 2009, or as soon as possible thereafter. The successful candidate will have completed a doctorate at the time of appointment, although consideration will be given to doctoral candidates who are near completion of their dissertation. The candidate must have successful related teaching experience at the school and professional education levels, as well as demonstrated potential for research and publication. Applicants must have demonstrated successful experience working with Aboriginal communities in Canada. Although it is not a requirement, a familiarity with Aboriginal languages will be considered an asset. An ability to teach at both undergraduate and graduate levels will be an important consideration as the successful candidate will be expected to teach at both levels and to supervise graduate students. The candidate will be expected to be aware of curriculum, teaching and learning issues as they relate to Aboriginal education in Canadian contexts and to possess knowledge of how to link Aboriginal perspectives and curriculum. The successful candidate will be expected to develop, in collaboration with the Aboriginal community of Manitoba, an ongoing educational research agenda, and to provide leadership in graduate teaching. The candidate should also be prepared to work to identify and address challenges that limit non-Aboriginal understanding of Aboriginal learning. Responsibilities will include a combination of: 1) teaching undergraduate, diploma, and graduate courses; 2) advising graduate students, 3) conducting and publishing research; 4) working collaboratively as a member of a program team and leading the development of Aboriginal perspectives across the curriculum; 5) supervising practica; and 6) participating in the Faculty's service activities, including involvement within the university and larger community (e.g., school systems, provincial department of education, and Aboriginal education organizations). Located in the thriving, multicultural city of Winnipeg, the University of Manitoba offers students and faculty a vibrant learning community, exceptional facilities and the chance to explore ideas, challenge assumptions and turn theory into reality. Our researchers are among the best in the world, finding new ways to protect the environment, improve human health, advance technology and strengthen communities in Canada and beyond. With over 30,000 students, faculty, and staff, and offering 82 degree programs, the University of Manitoba plays a key role in the social, cultural, and economic well-being of our community and our world. Further information concerning the Department, the University, or Winnipeg can be obtained by visiting the following websites: www.umanitoba.ca and www.city.winnipeg.mb.ca/city. Information regarding programs may be obtained by visiting the following websites: Bachelor of Education and Master of Education Programs: http://www.umanitoba.ca/education/current/index.shtml; and Post-Baccalaureate Diploma in Education: http://www.umanitoba.ca/education/current/pbodinfo.shtml. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Letters of application complete with curriculum vitae, official transcripts, and the names of three referees should be forwarded to Dr. Orest Cap, Acting Head, Department of Curriculum, Teaching and Learning, Room 269 Education, University of Manitoba, Winnipeg, MB, R3T 2N2. Fax. 204-474-7550, e-mail: orest_cap@umanitoba.ca. The closing date for applications is Friday, February 13, 2009. Please refer to Position # 08767. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

DALHOUSIE UNIVERSITY
Inspiring Minds

Tier II Canada Research Chair in Transplantation Immunology

The Faculty of Medicine at Dalhousie University is seeking to attract an individual eligible for nomination for a Tier 2 Canada Research Chair faculty position to join The Transplantation Research Program. The Chair's research focus will complement existing strengths at Dalhousie and would primarily be in the area of transplantation immunology. The successful candidate will be expected to continue to develop his or her own research and contribute to the developing research program in transplantation.

The Canada Research Chairs program was established by the Government of Canada to foster world-class centres of research excellence in a global, knowledge-based economy. The successful candidate will be offered a tenure stream appointment at the level of Assistant or Associate Professor in the Faculty of Medicine depending on current academic background. Dalhousie is a leading Canadian research-oriented University, located in Halifax on the scenic Atlantic coast of Nova Scotia. Transplantation is a recognized area of research focus for the Faculty of Medicine and the Capital District Health Authority.

The successful candidate will have an MD and/or PhD in immunology or closely related field, obtained within the last ten years, and a proven record of research excellence in immunology and/or inflammation. The current focus of the successful candidate's research need not necessarily be transplantation immunology but the Chair position comes with the responsibility to engage in research in transplantation immunology. This would mean that, over time, the successful applicant would shift their research focus to transplantation immunology, in collaboration with existing researchers in that field at Dalhousie. Other responsibilities will include participation in undergraduate and postgraduate education.

Please send curriculum vitae, a two-page description of proposed research, a brief outline of five year research goals, a statement of teaching interests, and arrange to have three letters of reference (at least two of whom must be academic referees) sent under separate cover to:

Latitia Brace, Administrative Assistant
Atlantic Centre for Transplantation Research
Sir Charles Tupper Building
5850 College Street, Rm. 7C
Halifax, Nova Scotia, B3H 1X5, Canada

Deadline for receiving of applications is **Jan 30, 2009**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with disabilities, racially visible persons and women.

Johnson Chair in Quebec and Canadian Irish Studies

Home to 26 departments, colleges, schools and institutes, Concordia University's Faculty of Arts and Science in Montreal, Quebec, invites applications for the Johnson Chair in Quebec and Canadian Irish Studies, which has been created through the financial support of the Government of Quebec and the Concordia University Foundation. This prestigious position has been named to honour the distinguished Irish-Quebec family, three of whose members served at various times as Premier of Quebec. The specific focus of this Chair will be on the role played by Quebecers of Irish origin in contributing to the social, cultural, religious and economic evolution of Québec, becoming, in the process, a model of integration into Quebec society.

Distinguished Irish Studies scholars working on the Irish in Quebec are invited to apply for this position. The ideal candidate will have outstanding research and publication credentials, an excellent track record of teaching, along with a compelling program of future research projects.

The holder of the Chair will be housed in a planned new academic unit for Canadian Irish Studies, at the level of Associate or Full Professor with tenure. The successful candidate will be expected to play a role in the development of Canadian Irish Studies as a multidisciplinary area of study at Concordia.

The appointment will be for an initial period of five years, renewable once, after which the holder will be housed in the academic unit. The salary will be commensurate with qualifications and supplemented with research support.

Applications must consist of a letter of intent, a current curriculum vitae, copies of recent publications, a statement of teaching philosophy/interests and research achievements, evidence of teaching effectiveness, and a proposed five-year research plan. Candidates should also arrange to have three letters of reference sent to:

Dr. Michael Kenneally
Director
Centre for Canadian Irish Studies
Concordia University
1455 de Maisonneuve Blvd. West
Montreal, QC H3G 1M8

We anticipate filling this position for July 1, 2009. **All applications should reach the Centre no later than February 16, 2009.** All inquiries should be directed to Dr. Michael Kenneally. For additional information, please visit our website at *http://artsandscience1.concordia.ca/*

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.

Chaire Johnson en études québécoises et canadiennes irlandaises

La Faculté des arts et des sciences de l'Université Concordia (Montréal, Québec), qui comprend 26 départements, collèges, écoles et instituts, est à la recherche d'un ou une titulaire de la chaire Johnson en études québécoises et canadiennes irlandaises. Créée grâce au soutien financier du gouvernement du Québec et de la Fondation de l'Université Concordia, cette prestigieuse chaire a été nommée ainsi en l'honneur d'une des plus illustres familles irlando-québécoises, dont sont issus trois premiers ministres du Québec. Les recherches porteront principalement sur le rôle des Québécois d'origine irlandaise – devenus un modèle d'intégration à la société québécoise – dans l'évolution sociale, culturelle, religieuse et économique du Québec.

Les chercheurs spécialisés en études irlandaises au Québec sont invités à postuler. Ils doivent justifier d'un exceptionnel dossier de recherche, de publication et d'enseignement, en plus de proposer d'excellents projets de recherche.

La personne choisie travaillera dans une unité d'études canado-irlandaises qui sera créée, et occupera un poste de professeur agrégé ou titulaire assorti de la permanence. Elle participera au développement des études canado-irlandaises en tant que secteur d'études multidisciplinaire à Concordia. Son mandat initial sera de cinq ans, renouvelable une fois, après quoi elle s'intégrera à l'unité d'enseignement. Le salaire varie en fonction des qualifications et sera complété par les subventions de recherche obtenues.

Veuillez faire parvenir une lettre de motivation, votre curriculum vitæ, des exemplaires de publications récentes, un énoncé de votre philosophie et de vos intérêts d'enseignement, un descriptif de vos réalisations en recherche, une preuve de vos aptitudes à enseigner ainsi qu'un projet de recherche sur cinq ans. Prière de demander à trois répondants d'adresser une lettre de recommandation à :

Monsieur Michael Kenneally
Directeur
Centre d'études canado-irlandaises
Université Concordia
1455, boul. De Maisonneuve Ouest
Montréal (Québec) H3G 1M8

L'entrée en fonction est prévue pour le 1er juillet 2009. **Les offres de service doivent parvenir au plus tard le 16 février 2009.** Veuillez adresser toutes vos questions à M. Michael Kenneally. Pour tout complément d'information, visitez le site : *http://artsandscience1.concordia.ca/.*

Toutes les offres de service seront étudiées; les Canadiens et les résidents permanents se verront toutefois accorder la priorité. L'Université Concordia souscrit au principe de l'équité en matière d'emploi.

UNIVERSITÉ Concordia UNIVERSITY
www.concordia.ca

Québec

CAREERS CARRIÈRES

Royal Military College of Canada

Tenure Track Position
Chemistry & Chemical Engineering

The Department of Chemistry and Chemical Engineering of the Royal Military College ot Canada invites applications tor one tenure track position at the level of Assistant Professor, or at a more senior level tor suitably qualified candidates. The Department is seeking candidates with a Ph.D., or one nearing completion preterably in the field ot Chemical Engineering or Engineering/Applied Chemistry. Candidates must be able to establish and maintain an independent and competitively tunded research program. Candidates must be able to teach courses in the Department's undergraduate Chemical Engineering, Chemistry or Ammunition Engineering programs. Preterence will be given to candidates with postdoctoral, academic or industrial experience in the field ot ammunition engineering. Various language requirements will be considered for this position. The Royal Military College is a bilingual university offering undergraduate and graduate programs in the humanities, sciences and engineering to members of the Canadian Forces and civilians. The Department of Chemistry and Chemical Engineering offers undergraduate B.Sc (chemistry) or B.Eng (chemical engineering) degrees, and graduate M.A.Sc., M.Sc. & Ph.D. degrees in the chemical and materials, environmental and nuclear fields. The Department is currently involved in a wide range ot applied and fundamental research funded by national granting councils, other government agencies and industrial partnerships in excess ot $15M per annum. More information about the Department can be tound at www.rmc.ca/academic/chem/index_e.html. The position will be filled at a rank and salary level appropriate to the background qualifications and experience of the successful applicant. The salary ceiling for an Assistant Professor is $90,217 plus an annual terminable allowance and the ceiling for Associate Professor is $108,683. The starting salary will be commensurate with experience and qualifications. The appointment will be subject to a probationary period of 36 months. Applicants will be required to send a cover letter quoting the following reference number (**K2009004**) as well as their curriculum vitae, a copy of their academic transcripts, a summary ot research interests, three sample publications and three references. The expected starting date is 31 May 2009 and the closing date for applications is **15 February 2009**.

Tenure Track Position
Mechanical & Aeronautical Engineering

The Mechanical Engineenng Department of the Royal Military College of Canada invites applications for a tenure-track position associated with the new Aeronautical Engineering programme in the field of Aircraft Structures, Structural Dynamics and Materials or with the existing Mechanical Engineering programme in the field of Vehicle Systems and Performance. This position is at the level of Assistant Professor (UT-02), although appointment at the Associate Professor level (UT-03) may be considered for an outstanding candidate. The required qualitications are a PhD or its equivalent in Aeronautical or Mechanical Engineering from a recognized university at the time of appointment; acceptable undergraduate and postgraduate teaching experience in Aeronautical or Mechanical Engineering or an acceptable combination of teaching experience and industrial experience in Aeronautical or Mechanical Engineering. Acceptable experience conducting research with a strong or promising record ot publications is also required. The successful candidate will conduct active research, attract research funding and is required to be a Professional Engineers registered in a Canadian province or territory, or must be eligible for registration as a Professional Engineer in Canada. The linguistic profile for these positions is bilingual imperative (PPP/PPP) requiring an ability to read, comprehend and communicate orally in both official languages or English Essential or French Essential. Should no candidate meet these requirements, a pool shall be established to staff similar positions with various linguistic requirements. The salary range is $49,406 to $90,217 per annum for Assistant Professor and $67,872 to $108,863 per annum for an Associate Professor, plus an annual Terminable Allowance. Starting salary will be in accordance with experience and qualitications. The appointments will be subject to a probationary period of 36 months. Interested candidates should torward a cover letter (citing the following reference number **K2009005**) their cumiculum vitae, including a summary of research interests, sample publications, and the names and contact details of three references. The expected starting date for the position is 6 July 2009. The closing date for applications is **30 April 2009**.

Tenure Track Position
Electrical & Computer Engineering

The Electrical and Computer Engineering Department of the Royal Military College of Canada invites applications tor a tenure-track position at the level of Assistant Professor or, for exceptionally qualified candidates, at the level of Associate Professor. The required qualifications are a PhD or its equivalent in Computer or Electrical Engineering, acceptable teaching experience in Computer Engineering, and a strong or promising record of publications. Exceptional candidates close to completion of a PhD may be considered. Industrial experience may be considered where relevant. The Electrical and Computer Engineering Department is seeking to strengthen its expertise in the Computer Engineering Program in the areas of Computer Architecture, Computer System Design, Multiprocessing and Multi-core Systems, and Fault Tolerant Computers. However, applicants with other areas of specialization in Computer Engineering will also be considered. The successful candidate is expected to teach at the undergraduate and graduate levels, to supervise graduate students, and to conduct active research programs. Candidates should note that the Royal Military College does enrol civilian graduate students at both the Masters and PhD levels, and that both civilian students and faculty members have tull access to funding to support studies and research, including NSERC funding. Candidates are also expected to be Professional Engineers, or to become licensed during the first 36 months of employment. These are bilingual positions, which require the ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). The salary range is $49,406 to $90,217 per annum for Assistant Professor, and $67,872 to $108,863 per annum for an Associate Professor, plus an annual Terminable Allowance. Starting salary will be in accordance with experience and qualifications. The appointments will be subject to a probationary period of 36 months. Interested candidates should forward a cover letter (citing the following reference number **K2009006**) their cumiculum vitae, including a summary of research interests, sample publications, and the names and contact details of three references. The expected starting date for the position is 1 July 2009. The closing date for applications is **3 April 2009**.

Dr J.R. McKay
Director, Faculty Services
The Royal Military College of Canada
PO Box 17000 Station Forces
Kingston, ON K7K 4B4
James.Mckay@rmc.ca

The Royal Military College is a coeducational and bilingual institution, and these positions are offered equally to women and men. In accordance with the Public Service Employment Act, preference will be given to Canedian citizens. Candidates with foreign educational credentials are required to provide proof of Canedian equivalency. You mey consult the Canedian Information Centre for Intemetional Credentials et http://www.cmec.ca/cicic/ for further information.

Canada

Collège militaire royal du Canada

Poste menant à la permanence
Chimie et génie chimique

Le Département de chimie et de génie chimique du Collège militaire royal du Canada recherche un(e) candidat(e)s pour un poste menant à la permanence comme professeur adjoint ou professeur de niveaux supéneurs pour un(e) candidat(e)s dûment qualitié(e). Le Dèpartement recherche des candidat(e)s ayant récemment obtenu un diplôme de doctorat, ou sur le point de le terminer, préférablement dans le domaine du génie chimique ou de la chimie appliquée au génie. Le/la candidat(e) doit être capable d'établir et de maintenir un programme de recherche innovateur à l'aide du financement des programmes d'octrois compétitifs. Les candidat(e)s doivent aussi être capable d'enseigner des cours et de superviser des étudiants au niveau du premier cycle dans des programmes de génie chimique, de chimie ou du génie des munitions. De l'expérience postdoctorale, académique, ou industrielle dans le domaine du génie des munitions est souhaitable. Diverses exigences linguistiques seront considérées selon les besoins du département au moment de l'embauche. Le Collège militaire royal du Canada est une université bilingue offrant des programmes de premier cycle et de cycles supérieurs dans les sciences humaines, sciences, et génie aux membres des forces armées canadiennes et aux civils. Le département de chimie et de génie chimique offre les programmes de Baccalauréat en Sciences (chimie), Baccalauréat en génie (génie chimique), de même que des programmes de maîtrise et de doctorat dans une variété de disciplines (Chimie et Matériaux, Environnement, Nucléaire). Le département est présentement trés actif dans plusieurs domaines de recherche appliquée et fondamentale financée par les organismes nationaux d'octroi de recherche, certaines agences gouvernementales et par des partenariats industriels à un niveau supérieur à $15M par an. On pourra trouver plus de renseignements sur le Département au site internet suivant : http://www.rmc.ca/academic/chem/index_f.html. La position sera comblée à un rang et un niveau de salaire appropriés aux qualifications et à l'expérience du (de la) candidat(e) choisi(e). Le salaire maximum (sous révision) pour le rang de professeur adjoint est de 90 217 $ plus une indemnité provisoire annuelle, et le maximum pour les rangs de professeur agrégé est de 108 863 $. Le salaire initial accordé dépendra de l'expérience et des qualifications du candidat. La personne sélectionnée sera sujette à une période probatoire de 36 mois. Les candidat(e)s devront faire parvenir une lettre d'intérêt citant le numéro de référence suivant (**K2009004**) avec leur curriculum vitae, leurs relevés de notes pertinents, la preuve de leur capacité d'enseigner, un sommaire de leurs intérêts de recherche, trois exemples de leurs ublications et trois rélérences. Date de début anticipée pour la position : 31 mai 2009. Date de clôture : **15 février 2009**.

Poste menant à la permanence
Génie mecanique et aéronautique

Le dèpartement de génie mécanique du collège militaire royal du Canada invite des candidatures pour un poste permanent dans le cadre du développement du nouveau programme en Génie Aéronautique, dans le domaine de la Conception des Structures des Avions, Dynamique des Structures et Matériaux ou pour le programme en Génie Mécanique existant dans le domaine des Systèmes et Performance des Véhicules. Ce poste est au rang de protesseur adjoint (UT-02). Par ailleurs, le rang de professeur agrégé (UT-03) peut être considéré pour un candidat exceptionnellement qualifié. Les qualifications requises sont un doctorat (Ph.D.) ou l'équivalent en Génie Aéronautique ou Génie Mécanique, au moment de l'engagement, d'une université reconnue, une expérience acceptable d'enseignement en Génie Aéronautique ou Génie Mécanique ou une combinaison d'expérience industrielle et d'enseignement. Une expérience acceptable en recherche, démontrée par un dossier de publications scientifiques consistant ou prometteur est aussi nécessaire. Le candidat choisi sera appelé à développer un programme de recherche, acquérir des subventions de recherche et doit être ou pourra devenir membre protessionnel de l'ordre des Ingénieurs au Canada. Ces postes sont bilingues (PPP/PPP) et requièrent donc l'habilité de lire, écrire, comprendre et communiquer oralement dans les deux langues officielles. Toutefois, si aucun candidat acceptable ne rencontre cette exigence, un bassin sera crée pour combler des postes similaires ayant d'autres exigences linguistiques. L'échelle salariale est de 49 406 $ à 90 217 $ par année pour un professeur adjoint et de 67 872 $ à 108 863 $ par année pour un professeur agrègé, plus une indemnité provisoire. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. Les personnes sélectionnées auront une période probatoire de 36 mois. Les candidats intéressés doivent envoyer une lettre d'intérêt citant le numéro de réterence suivant : **K2009005** avec leur curriculum vitae, y compris un exemplaire de leurs relevés de notes, un résumé de leurs intérêts de recherche, des échantillons de leurs publications et trois lettres de recommandation. La date prévue d'entrée en fonction est le 6 juillet 2009. La date limite d'acceptation des candidatures est fixée au **30 avril 2009**.

Poste menant à la permanence
Génie électrique et informatique

Le département de génie électrique et de génie informatique du Collège militaire royal du Canada invite les candidatures pour une poste permanent au rang de professeur adjoint(e) ou au rang de professeur agrègè(e) pour des candidats exceptionnellement qualifiés. Les qualifications requises sont un doctorat (PhD) ou l'équivalent en génie informatique ou en génie électrique, une expérience acceptable d'enseignement en génie informatique et un dossier de publications solide ou prometteur. Des candidats exceptionnels en dernière phase d'achèvement d'un doctorat pourraient êtres considérés. Une expérience industrielle pertinente pourrait être considérée. Le département de génie électrique et de génie informatique cherche à accroître immédiatement l'expertise de son programme de génie informatique dans les domaines d'architecture des ordinateurs, conception de systèmes d'ordinateurs, systémes multitraitement et multi-cœur, et systémes à tolérance de pannes. Cependant, les candidats spécialisés dans d'autres domaines de génie informatique seront également considérés. Les candidats choisis devront être disposés à enseigner des cours de premier et deuxième cycles, de superviser au niveau du deuxième cycle, et d'entreprendre un programme de recherche. Les candidats devraient noter que le Collège militaire royal du Canada enrôle des étudiants civils de deuxième et troisième cycles, et que ces étudiants de même que les membres de la faculté ont accès à des fonds pour supporter leurs études et leurs recherches, incluant des fonds du CRSNG. Les candidats devront être membres de l'ordre des Ingénieurs professionnels ou pouvoir le devenir pendant les premiers 36 mois de leur emploi. Il s'agit de postes bilingues qui requièrent la capacité de lire, de comprendre et de communiquer oralement dans les deux langues officielles (profil linguistique PPP/PPP). L'échelle salariale est de 49 406 $ à 90 217 $ par année pour un professeur adjoint et de 67 872 $ à 108 863 $ par année pour un professeur agrégé, plus une indemnité provisoire. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. Les personnes sélectionnées auront une période probatoire de 36 mois. Les candidats intéressés doivent envoyer une lettre d'intérêt citant le numéro de référence suivant : **K2009006** avec leur curriculum vitae, y compris un exemplaire de leurs relevés de notes, un résumé de leurs intérêts de recherche, des échantillons de leurs publications et trois lettres de recommandation. La date prévue d'entrée en fonction est le 1er juillet 2009. La date limite d'acceptation des candidatures est fixée au 3e evril 2009.

Prof J.R. McKay
Directeur des Services du Corps Professoral
La Collège Militaire Royal du Canada
CP17000, Succursale Forces
Kingston, ON K7K 4B4
James.Mckay@rmc.ca

Le Collège militaire royal du Canada est une institution mixte et bilingue et ce poste est offert également eux femmes et aux hommes. Selon la Loi sur l'emploi dans le fonction publique, la préférence sere eccordée aux candidat(e)s de citoyenneté Canadienne. Les personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent eux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canedien sur les diplômes internetionaux à l'adresse suivant : http://www.cmec.ca/cicic/.

CAREERS CARRIÈRES

D

■ **DENTISTRY — University of British Columbia.** The Faculty of Dentistry invites applications for a full-time tenure track position at the Assistant Professor or Associate Professor level to commence July 1, 2009. Applicants must be Dental Hygienists with teaching and research experience and active participation in the Dental Hygiene profession. Applicants must have a Master's degree in Dental Hygiene or a related area; however, preference will be given to applicants with a PhD or EdD. Preference will be given to individuals who can collaborate with other researchers. Applicants require a minimum of 3 years of clinical or community practice experience and must be eligible for registration with the College of Dental Hygienists of British Columbia. The successful applicant will participate fully in teaching in the Dental Hygiene and the DMD undergraduate programs and be expected to develop a strong, externally funded research program, and to contribute high quality undergraduate and graduate teaching and effective supervision of graduate students. UBC hires on the basis of merit and is committed to employment equity; however, Canadian citizens and permanent residents of Canada will be given priority. Review of applications will begin February 2, 2009 and continue until the position is filled. Send applications with a curriculum vitae, evidence of teaching effectiveness and contact addresses of three referees to: Professor Bonnie J. Craig, Chair, Search Committee, Faculty of Dentistry, The University of British Columbia, 2199 Wesbrook Mall, Vancouver, BC, V6T 1Z3; E-mail: bjcraig@interchange.ubc.ca. See our website at www.dentistry.ubc.ca.

■ **DIGITAL MEDIA — University of British Columbia.** The Department of Theatre and Film at the University of British Columbia (UBC) and the Masters of Digital Media (MDM) Program at the Great Northern Way Campus (GNWC) invite applications for a joint tenure-track appointment as Assistant Professor of Interdisciplinary Performance. This appointment will be made in the UBC Department of Theatre and Film; the appointee will teach in the MDM program at GNWC. The successful candidate will have significant entertainment industry experience in live performance, substantial experience in the development of narrative and character using collective-creation process models, and experience applying these models to the invention of interactive virtual environments. Applicants should have a graduate degree, some experience teaching in a post-secondary context, and a significant record of artistic and/or scholarly accomplishment in the performing arts. Extensive knowledge of sound design, significant digital sound production and editing experience, and experience with improvisational theatre techniques and their application in digital classroom environments will be important assets. Candidates are expected to demonstrate potential for high quality research and teaching. The successful candidate will teach in the Innovative Masters of Digital Media Program at the Great Northern Way Campus, will participate actively in the development of that program, will be expected to maintain an active research agenda, and provide service to the program, the department, and the university. For information about the MDM program and the Centre for Digital Media, please visit: mdm.gnwc.ca/. For information about the Department of Theatre and Film, please visit: www.theatre.film.ubc.ca/. This position is subject to final budgetary approval, and salary will be commensuate with qualifications and experience. Applicants must submit a letter of application, a current CV with email address and telephone numbers, along with examples of their produced work, evidence of teaching effectiveness, and three confidential letters of reference. Inquiries, applications, and letters of reference should be addressed to Chair, Search Committee for Interdisciplinary Performance, MDM Program, Centre for Digital Media, 577 Great Northern Way, Vancouver, BC, V5T 1E1, Canada. Applications must be mailed by February 27, 2009. The position start date is July 1, 2009. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority. Applicants may elect to identify their citizenship and immigration status in Canada.

■ **DIRECTOR, CENTRE FOR WRITERS — University of Alberta.** The Department of English and Film Studies in the Faculty of Arts at the University of Alberta invites applications for a tenure-track position as Assistant Professor in Writing Studies, to commence July 1, 2009. The successful applicant will be a collegial, team-oriented scholar prepared to direct the Centre for Writers and teach courses in the field of Writing Studies. Responsibilities will include teaching at all levels of the curriculum including courses to train undergraduate and graduate tutors for the Centre for Writers. Appropriate course reduction to support the administration and further development of the Centre will be provided. The Director of the Centre for Writers will participate fully in the wider activities of the Faculty of Arts and especially in the University's broad Writing Initiatives, working collaboratively with others such as the Director of Writing Across the Curriculum and the Director of Writing Initiatives. Qualified candidates must hold a PhD degree in an appropriate field or have successfully defended their thesis by July 1, 2009. Applicants will demonstrate a solid theoretical foundation and outstanding potential for a research career. Applicants must also have a record of research, publication, and teaching. A demonstrated commitment to and experience with writing centre research and/or administration will be an asset. This appointment will be made at or close to entry level and at a salary that is commensurate with qualifications and experience. Candidates should send a letter of application, a complete curriculum vitae (with full contact information, including phone numbers and e-mail address), a writing sample (20-page maximum), the names and contact information of at least three referees, and a teaching dossier, including evaluations of teaching performance. Candidates are responsible for ensuring that relevant official transcripts and letters of reference from the three named referees are sent directly to the Department. Review of applications will begin 28 February 2009; however the competition will remain open until filled. All application materials should be sent directly to: Garrett Po Epp, Chair, Department of English and Film Studies, 3-5 Humanities Centre, University of Alberta, Edmonton, AB, T6G 2E5, Canada. For further information about the position, please visit: www.ualberta.ca/~engfilm/.

UNIVERSITY OF SASKATCHEWAN
COLLEGE OF KINESIOLOGY

Faculty Position in Human Growth & Development

Applications are invited for a tenure-track appointment commencing July 1, 2009. Preference will be given to candidates who are capable of meeting the College's undergraduate and graduate teaching needs in human growth and development and whose research expertise in human growth and development relative to physical activity, exercise and health could align with the College's areas of emphasis (as outlined below).

QUALIFICATIONS

- Candidates must have a Ph.D. on or before the appointment date;
- Expertise in human growth and development in relation to physical activity, exercise and health;
- Proven research abilities;
- Demonstrated commitment to the teacher-scholar model;
- Publications in peer reviewed journals, and/or presentation of research findings at scientific conferences;
- Post-doctoral training considered an asset.

DUTIES

Duties include the development of a strong, externally funded research program in human growth and development relative to physical activity, exercise and health. The ability to work with an interdisciplinary team on research involving the interplay of biomedical and psychosocial factors as they relate to human movement, physical activity, physical fitness and health is a definite asset. In addition, the successful candidate will be expected to supervise graduate students and to be competent in teaching at both the undergraduate and graduate level.

SALARY & RANK

This position is advertised at the Assistant Professor level. Salary will be commensurate with qualifications (range $71,492 to $86,066 per annum).

ACADEMIC ENVIRONMENT

The College of Kinesiology offers a four-year Bachelor of Science degree in Kinesiology (B.Sc. Kin. and B.Sc. Kin. – Hon.) as well as graduate programs at the M.Sc. and Ph.D. levels. Current enrolment consists of approximately 500 undergraduate students and 50 graduate students. The College is committed to the scholarship of discovering, preserving, teaching, and applying knowledge as it pertains to human movement, active living and healthy lifestyles. This is enhanced by a new state-of-the-art $33 million Kinesiology building, which provides an environment for faculty that is conducive to the development of high-quality research programs and delivery of excellent graduate and undergraduate student instruction. The University of Saskatchewan is unique in Canada in that the University houses all of the health science colleges, providing opportunities for collaborative endeavors. The central focus of research by faculty in the College is that of physical activity and health with particular emphasis in (1) behavior change and community-based research and (2) musculoskeletal health and physical activity across the lifespan. The College is world renowned for its ongoing longitudinal studies of children's growth and development. The College has a history of interdisciplinary research as evidenced by inter-college, inter-university and international collaboration and multidisciplinary tri-council funding success.

APPLICATION PROCEDURES

Interested applicants should submit a letter of application outlining their research and scholarship interests, and a teaching dossier. These materials, along with curriculum vitae and the names (addresses phone/fax and e-mail addresses) of three academic referees, should be sent to:

Dr. Carol D. Rodgers, Dean
College of Kinesiology
87 Campus Drive
University of Saskatchewan
Saskatoon, Saskatchewan, S7N 5B2

Phone: (306) 966-1061
Fax: (306) 966-6464
E-mail: carol.rodgers@usask.ca

Review of applications will begin February 27, 2009.

The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

RYERSON UNIVERSITY

concept to creation

Ryerson University is known for innovative programs built on the integration of theoretical and practically oriented learning. More than 95 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

DEPARTMENT OF CIVIL ENGINEERING
Limited-Term Faculty Position

Faculty of Engineering, Architecture and Science

The Department of Civil Engineering has 19 faculty members, over 350 undergraduate students pursuing an accredited Bachelor of Engineering degree, and over 150 graduate students at the master's and doctoral levels. The Department offers a curriculum that encompasses the areas of structural, geotechnical, transportation, materials and environmental engineering. Offerings also include a unique Geomatics Engineering option. More information about the Department and our academic programs is available on our website at www.ryerson.ca/civil.

The Department invites applications for a two-year, limited-term faculty position, at the Assistant or Associate Professor level, in the field of Environmental Engineering (Solid Waste Management), with an expected start date of May 1, 2009. Successful candidates must have exceptional teaching and research qualifications.

The successful applicant will be expected to teach effectively at the undergraduate and graduate levels, supervise graduate students, participate in other educational, scholarly and professional activities, liaise with industry, and undertake research in the area of solid waste management. Applicants should have an earned PhD in the field of Environmental Engineering, and a basic degree in Civil Engineering. Registration, or eligibility for registration, as a Professional Engineer in Ontario is mandatory. The applicant should have research and industrial experience pertaining to solid waste management and soil remediation, and teaching capabilities in these areas. Additional capability of teaching soil mechanics and numerical modelling courses will be an asset.

Interested candidates should submit a detailed resume, a brief statement of research and teaching interests, and the names and addresses of three referees to: Dr. Hesham Marzouk, Department Chair, Department of Civil Engineering, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Fax: 416-979-5122. E-mail: civilchair@ryerson.ca. The Search Committee will begin the review process immediately. The search will remain open until February 15, 2009, or until the position is filled.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ENGINEERING | ARCHITECTURE | SCIENCE

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

FACULTY OF ARTS
Tenure-Track Positions
In the Departments of Geography, Journalism, Justice Studies – Law Foundation of Saskatchewan, Chair in Police Studies.

FACULTY OF ENGINEERING
Tenure-Track Position
In the area of Environmental Systems Engineering.

FACULTY OF KINESIOLOGY & HEALTH STUDIES
Tenure Track Positions
In the areas of Recreation and Sport Administration, Motor Control/Neural Integration of Human Movement, and Therapeutic Recreation and/or Adapted Physical Activity.

FACULTY OF SCIENCE
Term Positions
In the Department of Biology.

FACULTY OF SOCIAL WORK
Tenure-Track Positions
In the areas of social work practice with individuals, families and communities, child welfare, health, mental health, addictions, research methods, gender, First Nations and Aboriginal issues, disability and multi-cultural issues. Leadership positions including Research Centre Director and Associate Dean are available for appropriate candidates.

For detailed descriptions on these positions, please visit **www.uregina.ca/hr/recruitment**

UNIVERSITY OF REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

CAREERS CARRIÈRES

tion or the Department, please contact the Chair by email at garrett.epp@ualberta.ca. For information about the Centre for Writers or the work of the recent university-wide Writing Task Force, see http://www.uofaweb.ualberta.ca/arts/wtf.cfm. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **DIRECTOR, THE ROTMAN RESEARCH INSTITUTE & VP, RESEARCH** — Baycrest. Baycrest is commencing an international search for the position of Director of the Rotman Research Institute and Vice President for Research. Baycrest, located in Toronto, Canada, provides care and service to approximately 2,500 people a day through a unique continuum of care system, ranging from wellness programs, residential housing and outpatient clinics, to a 472-bed nursing home, and a 300-bed complex continuing care facility with unique specialized programs including an acute care unit. Baycrest is a world-class leader in innovation in aging, with the acclaimed Rotman Research Institute, considered one of the premier cognitive neuroscience institutes in the world, and the Kunin-Lunenfeld Applied Research Unit (KLARU). Baycrest is fully-affiliated with the University of Toronto and plays a unique and important role in training and enlightening future professionals who will have the responsibility of caring for the aging population. Baycrest seeks a strategic leader with commitment to excellence in all of its educational programs, professional practices, and research activities. The new Director and VP must build on the ninety years of success Baycrest has earned and sustained as an innovator in aging and brain health while leveraging the opportunities for interdisciplinary collaboration within the Rotman Research Institute, the KLARU, and the University of Toronto to ensure that Baycrest remains among the elite of its research intensive peers. He or she will demonstrate a strong commitment to diversity in all its forms, the ability to manage a large research enterprise, and the capacity to be an able and energetic fundraiser. The successful candidate will have an MD or equivalent degree, and/or a PhD; with proven scholarly accomplishments and evidence of international recognition as a leader in aging and brain health. Korn/Ferry International is assisting Baycrest with this important search. Please forward, as soon as possible, nominations of appropriate candidates to: Glenn C. Davis, M.D., c/o Betsy Messina (betsy.messina@kornferry.com), Korn/Ferry International, 1835 Market Street, Suite 2000, Philadelphia, PA, 19103. Baycrest is an Affirmative Action Equal Opportunity Employer

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■ **EDUCATION — University of Manitoba.** The Department of Curriculum, Teaching, and Learning invites applications for a tenure track position at the Assistant Professor rank in the area of Mathematics Education and/or Science Education effective July 1, 2009. The successful candidate will have completed a doctoral degree in a field of study compatible with the advertised position. Consideration will be given to doctoral candidates who are near completion of their dissertation. The candidate must have successful related teaching experience at the school and professional education levels, as well as demonstrated potential for research and publication. An ability to teach well at both undergraduate and graduate levels will be an important consideration as the successful candidate will be expected to teach at both levels and to supervise graduate students. Preference will be given to individuals who can teach across both curriculum areas at both K–Grade 4 (Early Years) and Grades 5–8 (Middle Years) levels. Initial responsibilities include a combination of: (1) teaching undergraduate and graduate courses in Mathematics Education and/or Science Education at the Early and/or Middle Years levels; (2) carrying out an active research program; (3) working collaboratively as a member of the Early or Middle Years' program team, (4) advising graduate students; (5) participating in the Faculty's service activities; and (6) serving as an active liaison between the Faculty and practicing professionals, school divisions and agencies. Located in the thriving, multicultural city of Winnipeg, the University of Manitoba offers students and faculty a vibrant learning community, exceptional facilities and the chance to explore ideas, challenge assumptions and turn theory into reality. Our researchers are among the best in the world, finding new ways to protect the environment, improve human health, advance technology and strengthen communities in Canada and beyond. With over 30,000 students, faculty, and staff, and offering 82 degree programs, the University of Manitoba plays a key role in the social, cultural, and economic well-being of our community and our world. Further information concerning the Department, the University, or Winnipeg can be obtained by visiting the following websites: www.umanitoba.ca and www.city.winnipeg.mb.ca/city. Information regarding programs may be obtained by visiting the following websites: Bachelor of Education and Master of Education Programs: http://www.umanitoba.ca/education/current/index.shtml, and Post Baccalaureate Diploma in Education: http://www.umanitoba.ca/education/current/pbdeinfo.shtml. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Letters of application complete with curriculum vitae, official transcripts, and the names of three referees should be forwarded to: Dr. Orest Cap, Acting Head, Department of Curriculum, Teaching and Learning, Room 269 Education, University of Manitoba, Winnipeg, MB, R3T 2N2. Fax: 204-474-7550, e-mail: orest_cap@umanitoba.ca. The closing date for applications is Monday, February 16, 2009. The short-listed candidates will be asked to provide a professional dossier. Please refer to Position # B0009. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

■ **EDUCATION — University of Manitoba.** The Department of Educational Administration, Foundations and Psychology, Faculty of Education, invites applications for a full-time, tenure-track position at the level of Assistant Professor in the area of Inclusive Special Education. Applicants must have specialized preparation, demonstrated scholarship, and experience in one or more of the following areas: a) inclusion of all children and youth in schools; b) persons with particular learning needs and disabilities; c) assessment of and for learning; or promoting responsible behavior. At the time of appointment, applicants must hold or be near completion of an earned doctorate degree in a field compatible with this advertisement, and have a demonstrated capacity in developing a program of research and scholarship. Successful prior teaching at the university level will be an important consideration. The candidate also will be expected to maintain an active presence serving the special education profession by leading workshops, working collaboratively with schools, and serving on professional committees. A proven record of advocacy of the needs of persons with disabilities as well as teaching certification and experience will be an asset. Salary will be commensurate with experience and qualifications. The start date for the position is July 1, 2009 or as soon thereafter as possible. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The Department of Educational Administration, Foundations and Psychology has 21 full time equivalent (FTE) faculty members who perform research, service, and teaching responsibilities in the Bachelor of Education (BEd), Post-Baccalaureate Diploma in Education (PBOE), Master of Education (MEd) and Doctor of Philosophy (PhD) programmes in different areas in the Faculty. The department offers specializations in adult and post-secondary education, counselling, educational administration, educational foundations, inclusive special education, and measurement and evaluation. The successful candidate will be responsible to teach courses in learning and development and Inclusive Special Education at the BEd level and a variety of courses in Inclusive Special Education at the PBOE and graduate levels. The Faculty of Education enjoys strong relationships with schools, government and community partners, providing a fertile environment for research and service. Located in the thriving, multicultural city of Winnipeg, the University of Manitoba offers students and faculty a vibrant learning community, exceptional facilities and the chance to explore ideas, challenge assumptions and turn theory into reality. Our researchers are among the best in the world, finding new ways to protect the environment, improve human health, advance technology and strengthen communities in Canada and beyond. With over 30,000 students, faculty, and staff, and offering 82 degree programs, the University of Manitoba plays a key role in the social, cultural, and economic well-being of our community and our world. Further information concerning the Department, the University, the city and education in the Province of Manitoba may be obtained from the following websites: http://www.umanitoba.ca/education/, www.city.winnipeg.mb.ca/city, http://travelmanitoba.com, and http://www.edu.gov.mb.ca/. Information regarding programs may be obtained by visiting the following websites: Bachelor of Education and Master of Education Programs: http://www.umanitoba.ca/education/current/index.shtml; and Post-Baccalaureate Diploma in Education: http://www.umanitoba.ca/education/current/pbdeinfo.shtml. Letters of application, complete with curriculum vitae and transcripts should be forwarded to: Dr. Kelvin Seifert, Acting Head, Department of Educational Administration, Foundations and Psychology, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2; Telephone (204)-474-9859; Fax: (204)-474-7564; Email: seifert@ms.umanitoba.ca by Monday, February 16, 2009. In addition, applicants must arrange to have three confidential letters of reference forwarded directly by the referee to the address above by the deadline date. Please refer to Position No. 08769. Application materials, including letters of reference will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba)

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Computer Engineering with expertise in one or more of these sub-areas: hardware/software co-design, embedded systems with emphasis on hardware, application specific processors, and human/computer interaction with computer engineering perspective; 2. VLSI with special interests in wireless communication VLSI circuits and systems, or circuits in emerging technologies; 3. Information Security and Assurance with special interests in the security of software, systems, network or closely related areas. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members,

Queen's SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for positions in Accounting, Finance, Managerial Economics, Management Science, Marketing, Organizational Behaviour/ Human Resources, and Strategy/Business Policy/Innovation/ New Ventures (Assistant, Associate or Full Professor levels).

QUALIFICATIONS: Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION: Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development.

INSTITUTION: Queen's University has a long and rich tradition of academic excellence, dating back to a royal charter granted by Queen Victoria in 1841. Queen's School of Business is one of the world's premier business schools, with an outstanding reputation for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students in seven different fields of study. Our undergraduate Commerce program attracts academically strong students with high leadership potential, and is widely viewed as the country's best undergraduate business program. Queen's has gained international recognition for its MBA and executive education programs. *BusinessWeek* ranks Queen's full-time MBA #1 outside the U.S.; Queen's Executive MBA #1 in Canada and #21 in the world. The *Financial Times* (UK) ranks our open enrolment executive education programs #1 in Canada and #15 in the world. Queen's School of Business is also home to Centres focused on business venturing, corporate social responsibility, knowledge-based enterprise and corporate governance. The School is fully accredited by AACSB International, EQUIS (the accrediting arm of EFMD – the European Foundation for Management Development), and The Association of MBAs. The learning environment at Queen's is supported by outstanding library and computing facilities. More information is at: **business.queensu.ca**.

THE CITY: Kingston, Ontario is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry and learning. Situated on the shores of Lake Ontario, it is within a two-and-a-half hour drive of Toronto, Montreal, and the nation's capital, Ottawa. Kingston is a thirty minute drive from the international bridge linking Ontario and upstate New York, and another ninety minutes from Syracuse, New York.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at: qufa.ca.

The effective date of the appointment will be July 1st, 2009, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, **electronically to: deansoffice@business.queensu.ca.**

Dr. Brent Gallupe, Associate Dean
Queen's School of Business – Rm. 346 Goodes Hall
Kingston, Ontario K7L 3N6

www.business.queensu.ca

CANADA'S PREMIER UNDERGRADUATE EXPERIENCE
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StFX UNIVERSITY

DEAN, FACULTY OF EDUCATION

ST. FRANCIS XAVIER UNIVERSITY invites applications for the position of Dean of the Faculty of Education. The responsibilities of the Dean will be to provide leadership in developing and maintaining the programs of the Faculty, to work in conjunction with the Chairs of the B.Ed. and M.Ed. departments, to foster and support the work of faculty, and to maintain strong connections with the university community, school boards, the Nova Scotia Teachers' Union, and government agencies. The Dean will also be responsible for supporting existing opportunities and exploring new ones for involvement in local, provincial, national, and international teaching and research initiatives.

The Faculty offers a two-year B.Ed. program to approximately 230 students at the elementary and secondary levels, and M.Ed. programs in Educational Leadership, and Curriculum and Instruction to approximately 300 students. The Faculty includes 20 FTEs who have a strong research agenda and a commitment to active outreach with professionals in the field.

The successful candidate is a teacher educator who has an active research program, administrative and teaching experience, and the capacity to develop and maintain collaborative relationships with the student body, faculty, profession, and community. International and cross-cultural experience is an asset.

The committee will begin to consider applications on January 21, 2009, for an expected start date of July 1, 2009.

All qualified candidates are encouraged to apply; however in accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given priority. St. Francis Xavier University is committed to the principle of employment equity.

Applications should be submitted to the address below:

Dr. Sean Riley
President and Vice-Chancellor
St. Francis Xavier University
PO BOX 5000
Antigonish NS, B2G 2W5
www.stfx.ca
deansearch@stfx.ca

StFX PREMIER EXPERIENCE
PREMIER PEOPLE

CAREERS CARRIÈRES

making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Signal Processing, with expertise in one or more the followings sub-areas: the theory of signal processing (e.g. sparse sampling, compressed sensing, etc.), multimedia processing (including speech, audio and video processing), and biomedical signal processing; 2. Mechatronics and Control, with a strong background in mechatronics and expertise in the area of control systems; 3. Control Systems, with a record of high quality theoretical research and, ideally, expertise in a significant application area. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Nano Electro Mechanical Systems leading to biochip and related medical applications; 2. Next generation patterning techniques in the nanoscale and advanced lithographic techniques for nano fabrication; 3. Low dimensional quantum structures leading to potential applications at the device level; 4. Radio Frequency Micro Electro Mechanical Systems (RF-MEMS) expanding into new RF-related areas including bio-medical and RF nano-based devices; 5. Large area electronics with expertise in thin film technologies at both material and device levels and potential expansion into bio applications. The ECE department is home to the Giga-to-Nano Laboratory (http://eca.uwaterloo.ca/~a-eldic) and the Centre for Integrated RF Engineering (http://www.cirfe.uwaterloo.ca), both excellent fabrication and characterization facilities with state-of-the-art infrastructure. In addition to these existing facilities, the ECE department will also be an active partner of the Quantum Nano Centre (QNC), a new, $100M teaching and research infrastructure to be completed by year 2010. Applicants should have earned a doctoral degree in Electrical Engineering, Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Western Ontario.** Applications are invited for two probationary (tenure-track) appointments in the area of Mechatronic Systems Engineering at the rank of Assistant Professor affective July 1, 2009 or as soon as possible thereafter. If qualifications and experience warrant a higher rank, consideration will be given to an appointment at the Associate Professor level with tenure. These are joint appointments between the Departments of Electrical and Computer Engineering (http://www.eng.uwo.ca/electrical/) and Mechanical and Materials Engineering (http://www.eng.uwo.ca/mechanical/). The Departments of Electrical and Computer Engineering and Mechanical and Materials Engineering are two of the four Departments in the Faculty of Engineering (http://www.eng.uwo.ca).Situated in picturesque London, Ontario, a city with a population of aproximately 350,000 along the banks of the Thames River, the University of Western Ontario is a prominent academic institution that has made a commitment to excel as a research intensive university. The two Departments will soon jointly offer an undergraduate program in Mechatronic Systems Engineering. They are seeking energetic and dynamic candidates who will be able to positively contribute to the development of this program as well as to the research strengths of both Departments. The successful candidate will have a Ph.D. degree in mechatronics, or a closely related discipline in Electrical Engineering or Mechanical Engineering, and will have an outstanding record of research and publication. Applications from candidates with experience in the design, development and implementation of mechatronic devices and systems are strongly preferred. Successful candidates will be expected to maintain an ongoing vigorous research program, collaborate with existing faculty, attract external research funding and supervise graduate students in both Departments. Appointees will be expected to participate in the normal administrative, educational and professional activities of the Departments, Faculty and University. Successful candidates will be expected to teach undergraduate and graduate courses in the core areas of mechatronic systems engineering, including topics such as sensing and actuation, instrumentation, smart materials, and mechatronic system design. Commitment to or eligibility for registration as a Professional Engineer in Ontario is required for this appointment. Those applying for these positions should forward a curriculum vitae and the names and addresses of three referees to: Dr. S. Primak, Acting-Chair, Department of Electrical and Computer Engineering, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. We also welcome e-mail inquiries and submissions, to be sent to ecechair@eng.uwo.ca. Consideration of applications will commence January 15, 2009 and will continue until the positions are filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **ENGINEERING — University of Guelph.** The School of Engineering at the University of Guelph, Ontario, Canada invites applications for a tenure-track position at the Assistant Professor level. The successful applicant will participate in research complementary to an Industrial Research Chair established in the area of advanced technologies in the wastewater industry. The successful applicant will be expected to develop his/her own independent research program separate from the existing programs with externally-derived funding. Full participation in undergraduate and graduate teaching within the core of the engineering program is expected. Registration as a Professional Engineer in the Province of Ontario, or the ability to obtain registration is a requirement of the position. The University of Guelph has well-established and accredited undergraduate and graduate degree programs in Environmental Engineering, Water Resources Engineering, Biological Engineering, and Engineering Systems and Computing and will introduce a program in Mechanical Engineering in 2009. The School of Engineering comprises over 30 faculty, 650 undergraduate and 120 graduate students, with water and environment as major thrusts. The water and environmental themes run throughout the University, and provide many opportunities for collaborative research on the campus. The successful applicant will have a broad engineering background and demonstrated research accomplishments in one or more of the following areas: aquatic chemistry, environmental biotechnology, water quality monitoring and modeling, water reuse, and environmental processes of emerging organic micropollutants in water. Further information may be found at the following sites: www.uoguelph.ca, www.soe.uoguelph.ca. Application Deadline: March 1, 2009, or until the position is filled. The University of Guelph is

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u Ottawa

L'Université canadienne
Canada's university

Postes menant à la permanence

Centre de récupération d'accidents cérébrovasculaires

Département de médecine cellulaire et moléculaire

Faculté de médecine, Université d'Ottawa

Le Département de médecine cellulaire et moléculaire, de concert avec le Centre de récupération d'ACV de la Fondation des maladies du cœur, souhaite accroître son équipe en neurosciences. Plus précisément, nous sommes à la recherche de personnes dynamiques afin de pourvoir plusieurs postes universitaires de niveau débutant menant à la permanence. Le Centre est né d'un grand partenariat entre trois campus universitaires de l'Ontario qui se consacrent à la recherche d'approches novatrices axées sur la récupération suite à des ACV. Les candidats et candidates par excellence possèdent de solides antécédents en neuroscience moléculaire appliquée à des recherches pertinentes sur la récupération d'ACV. Les champs de recherche d'intérêt comprennent la neuro-immunologie, l'électrophysiologie ou l'imagerie moléculaire, la modélisation animale, l'évaluation cognitive, la protéomique et la bio-informatique. Les personnes de calibre exceptionnel seront admissibles à des chaires de recherche du Canada. Les personnes retenues auront l'occasion de côtoyer les nombreux chercheurs et chercheuses en neurosciences à la Faculté de médecine, dans ses instituts de recherche affiliés ainsi que dans les laboratoires du gouvernement fédéral à Ottawa. D'intéressants programmes de démarrage et des laboratoires de pointe tout neufs sont aussi offerts à l'appui de cette initiative. De plus, les personnes choisies profiteront de temps exempt d'enseignement et de responsabilités administratives pendant quelques années, mais on s'attendra à ce qu'elles participent à la mission d'enseignement du Département une fois leur laboratoire sur pied. L'Université d'Ottawa étant un établissement bilingue, la maîtrise des deux langues officielles constitue un atout.

La Faculté de médecine se situe sur un vaste campus axé sur la recherche où l'on trouve aussi les départements universitaires de sciences médicales fondamentales, plusieurs instituts de recherche et deux hôpitaux de soins tertiaires. Le campus accueille en outre plus de 200 chercheurs et chercheuses qui se concentrent sur l'élaboration d'approches innovatrices concernant les aspects mécanistiques des fonctions cellulaires.

Pour obtenir de plus amples renseignements sur le Département, visitez le site Web à l'adresse suivante : **www.intermed.med.uottawa.ca/cellmed/fra/positionsfr.html**.

Les personnes intéressées doivent soumettre un curriculum vitæ, un énoncé de leurs projets de recherche actuels et futurs, ainsi qu'une liste d'au moins trois références, à l'une ou l'autre des personnes ci-dessous. Les candidatures seront considérées jusqu'à ce que les postes soient pourvus.

Dr Bernard J. Jasmin
Directeur, Département de médecine cellulaire et moléculaire
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Dr Antoine Hakim
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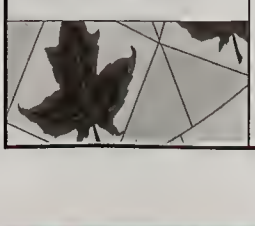
www.u Ottawa.ca

L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme vieille de plus de 150 ans. Par l'entremise de l'Institut de langues secondes, l'Université offre aux membres et à leur conjoint la possibilité de suivre des cours pour parfaire leur connaissance de leur seconde langue officielle. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. De plus, pour obtenir la permanence, certains professeurs devront pouvoir enseigner dans les deux langues officielles.

Nous encourageons toutes les personnes qualifiées à postuler; la priorité sera toutefois accordée aux Canadiens ainsi qu'aux résidents permanents. L'Université d'Ottawa souscrit à l'équité d'emploi et encourage les femmes, les Autochtones, les membres des minorités visibles et les personnes handicapées à postuler.

Sise au cœur de la capitale du Canada, l'Université d'Ottawa est l'une des principales universités à vocation de recherche du pays. Ses 36 000 étudiants, ses professeurs remarquables et son personnel dévoué vivent, travaillent et étudient en français et en anglais dans un milieu des plus cosmopolites. C'est avec fierté que nous nous affichons comme « l'Université canadienne ».

The University of Ottawa, at the heart of Canada's capital, is one of our country's leading research universities. The University's 36,000 students, remarkable faculty and dedicated staff live, work and study in English and French in a cosmopolitan environment. We are proud to be Canada's university.



Tenure-track Positions

Centre for Stroke Recovery

Department of Cellular and Molecular Medicine

Faculty of Medicine, University of Ottawa

The Department of Cellular and Molecular Medicine together with the Heart and Stroke Foundation Centre for Stroke Recovery (HSFCSR) wish to expand their strength in Neuroscience with a new Initiative in brain recovery. Specifically, we are seeking dynamic individuals to fill several tenure-track positions at the junior level. The HSFCSR represents a major collaborative effort between three campuses in Ontario dedicated to novel approaches to stroke recovery. The successful candidates will possess a strong background in molecular neuroscience applied to clinically-relevant research in stroke recovery. Areas of particular research interest include neuroimmunology, molecular electrophysiology/imaging, animal modeling, cognitive assessment, proteomics, and bioinformatics. Outstanding candidates will be eligible for Canada Research Chairs. Successful candidates will have the opportunity to interact with the large contingent of neuroscience researchers distributed throughout the Faculty of Medicine and its affiliated research institutes, as well as within Federal government laboratories in Ottawa. Attractive start-up packages, along with brand new state-of-the-art laboratory space, are available to support this initiative. Candidates will benefit from protected time from teaching and administrative responsibilities for the first few years, but they will be expected to contribute to the teaching mission of the Department once their laboratories are established. Since the University of Ottawa is a bilingual institution, proficiency in both English and French would be an asset.

The Faculty of Medicine is located within a large, research intensive campus that includes basic medical science University Departments, several Research Institutes, and two tertiary care hospitals. The campus is home to more than 200 investigators whose primary focus is the development of innovative approaches to address mechanistic aspects of cellular function.

More information on the Department can be obtained at: **http://www.intermed.med.uottawa.ca/cellmed/eng/positions.html**

Interested individuals are requested to submit a curriculum vitae, a description of current and future research plans, and a list of at least three references to one of the addressees listed below. Applications will be reviewed until the positions are filled.

Dr. Bernard J. Jasmin
Chair, Department of Cellular and Molecular Medicine
University of Ottawa
451 Smyth Road
Ottawa, Ontario
Canada K1H 8M5
jasmin@uottawa.ca

Dr. Antoine Hakim
Director, Neuroscience Program
Ottawa Health Research Institute
451 Smyth Road
Ottawa, Ontario
Canada K1H 8M5
ahakim@ohri.ca

www.u Ottawa.ca

The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. In certain cases, professors must have the ability to teach in both official languages to be granted tenure. Equity is a University policy.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University of Ottawa policy; women, Aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply.

CAREERS CARRIÈRES

committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested applicants should send a CV, statement of research and teaching interests and the names and contact points of five references to the address below. Referees will only be contacted with permission of the applicant. Susan Lewis, Administrative Assistant, School of Engineering, University of Guelph, Guelph, Ontario, Canada, N1G 2W1; E-mail: sjlewis@uoguelph.ca.

■ **ENGINEERING — McMaster University.** The Walter G. Booth School of Engineering Practice at McMaster University invites applications for a position at the rank of Assistant or Associate Teaching Professor effective July 1, 2009. The Assistant Teaching Professor appointment will be for a three-year period, renewable for a further three years (subject to an academic assessment). During the second term, the appointee will be eligible to be considered for a permanent teaching appointment based on demonstrated excellence as a teacher and an educator. An Associate Professor in a teaching-track position will be the subject of an academic assessment during the initial contract before he or she can be re-appointed for a further period or before permanence can be granted. The successful candidate will teach in the Walter G. Booth School of Engineering Practice, with specific and primary responsibilities for the Master of Engineering Entrepreneurship and Innovation program. The responsibilities include, but are not restricted to, teaching undergraduate and graduate level courses related to technology entrepreneurship and innovation, mentoring students through technology-based business start-ups and innovation strategies within industrial organizations, assessment of student progress reports, student recruitment and other functions associated with the graduate program. In addition to the above, the successful candidate will be required to contribute to the development of the curriculum and make service and outreach contributions to the work of the Walter G. Booth School of Engineering Practice and the Faculty of Engineering. Candidates must have a PhD degree in an engineering or science discipline and at least 10 years experience in industrial research and development. Previous direct managerial experience with entrepreneurship and innovation strategies is required. The candidate must possess excellent communication skills and a strong commitment and demonstrated ability in classroom instruction; experience in teaching graduate courses is essential. The successful candidate will also be expected to be involved in applied research concerning introduction and use of appropriate instructional methodologies in the classroom. Review of applications will begin immediately and continue until the position is filled. Send an application letter, your curriculum vitae, a statement of teaching philosophy and the names and addresses of three professional references to: Dr. Andrew N. Hrymak, Director, Walter G. Booth School of Engineering Practice, McMaster University, ITB-106 1280 Main Street West, Hamilton, ON, Canada L8S 4K1. Applications will be accepted until the position has been filled. More information about the Booth School is available at http://msep.mcmaster.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster is strongly committed to employment equity within the community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **ENGLISH — University of Lethbridge.** The Department of English at the University of Lethbridge invites applications for a probationary (tenure-track) position at the Assistant Professor rank to begin 1 July 2009, subject to budgetary approval. The position is in the area of Restoration and Eighteenth-Century Literature. Applicants should have a PhD at or near completion and teaching experience at the university level. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men including persons with disabilities, members of visible minorities and Aboriginal persons. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs, with an enrollment of over 8,000 students, and now has a small, but growing, graduate program. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. For more information about the University, please visit our web site at www.uleth.ca. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations, publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for letters of reference to be mailed directly to: Dr. Ian McAdam, Chair, Department of English, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Canada; Telephone: (403) 329-2378; Fax: (403) 382-7191; Email: ramtej@uleth.ca. The closing date for applications is January 30, 2009.

■ **ENVIRONMENTAL FINANCE (EXPORT DEVELOPMENT CANADA CHAIR) — University of Waterloo.** The University of Waterloo invites applications for a tenure-track position in environmental finance at the level of Associate Professor or Professor in the Centre for Environment and Business (CEB), one of five academic units in the Faculty of Environment. The selected candidate will hold a research Chair created in partnership with Export Development Canada (EDC), participate in undergraduate and graduate level teaching of subjects related to the areas listed below, and supervise graduate students. Opportunities exist for broad collaborations across the University. More information about the nature and context of this position, the Faculty of Environment, and CEB may be found through links at http://www.environment.uwaterloo.ca. Financial "tools" and disciplines have a vital role to play in leading businesses into a new era of profit with sustainability and conscience-powered initiatives. As a leading architect of such tools, the Export Development Canada Chair will be expected to focus on one or more of the following areas: 1. Environmental finance products, tools and services; 2. Carbon finance and economics, or other approaches to environmental assets; 3. International capital projects, risk and contribution to sustainable development; 4. Financial performance, sustainability performance, and non-financial disclosure; 5. Sector governance and codes. Applicants should have a PhD, a demonstrated record of excellence in research and the potential to develop an internationally recognized interdisciplinary research program in environmental finance. Applications will continue to be accepted until the position is filled. Please send enquiries, and applications consisting of a letter of intent, curriculum vitae, copies of recent publications, a statement of research and teaching interests, and names and contact information of four referees to: Dr. Steven B. Young, Director, Centre of Environment & Business, Faculty of Environmental Studies, University of Waterloo, 200 University Avenue W, Waterloo, Ontario, Canada, N2L 3G1, s4young@uwaterloo.ca, Tel: 519-888-4567 x38419. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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■ **FINANCE — University of Waterloo.** The University of Waterloo invites applications for tenured or tenure-track positions in Finance, for appointments beginning 2009. Rank is open. A Chaired Professorship is possible for an outstanding senior candidate. Candidates for a tenured position should have established reputations for high-quality research and teaching, and an interest in contributing to our graduate programs. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The School of Accounting and Finance is entering an exciting period of growth, in which we will add 20 new faculty members over four years. In 2009 we will add over 50,000 square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and promote intellectual curiosity and growth. Finance faculty members produce theoretical and empirical research on asset pricing, corporate finance, derivatives, investments, and financial econometrics. Our faculty are associated with the Institute for Quantitative Finance and Insurance, which coordinates research activities in finance and actuarial science across the University. For further information, visit http://www.iqfi.uwaterloo.ca. The University of Waterloo consistently ranks as a leading comprehensive university in Canada. The School offers undergraduate and graduate programs in financial management and accounting, along with a Master's program in finance (in collaboration with the Department of Statistics and Actuarial Science), and a PhD program. Details about these programs may be found at http://sel.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Canadian citizens and permanent residents receive priority. To apply, please send a curriculum vitae and research sample electronically. In addition, three referees should send letters directly to: The Director, c/o Heidi Campbell, heidi@uwaterloo.ca. Review of applications will continue until the positions are filled.

■ **FRANÇAIS — Université de la Saskatchewan.** Le Département des langues et linguistique de l'Université de la Saskatchewan sollicite des candidatures pour un poste en français, menant à la permanence, au niveau de professeur/e adjoint/e. La date d'entrée en fonction est le 1er juillet 2009. Les candidat/e/s doivent détenir un doctorat en études françaises et être spécialistes du domaine de la littérature française du 19e siècle et/ou de celui de la poésie française du 20e siècle. Une expertise ou un intérêt dans les domaines de la traduction de l'anglais au français et de la linguistique appliquée serait un atout. La département cherche des candidat/e/s qui possèdent une excellente maitrise du français et de l'anglais et qui ont le potentiel de contribuer à une maîtrise en études françaises. Ces candidats doivent avoir un dossier de publications et un plan prometteur de rechercha dans leur domaine, avoir fait preuve d'excellence dans l'enseignement et posséder de solides qualités en matière de relations humaines (veuillez indiquer votre statut). Pour plus da renseignements veuillez consulter notre site web: http://www.artsandsclence.usask.ca/languages/.

■ **FRENCH — University of Saskatchewan.** The Department of Languages and Linguistics of the University of Saskatchewan invites applications for a full-time tenure-track position at the Assistant Professor level in French, effective July 1, 2009. Candidates must hold e PhD in French studies and specialize in French 19th century literature and/ or 20th century French poetry. Experience or interest in English translation into French and applied linguistics will be an asset. The successful candidate will heve native or near-native fluency in French and English and will demonstrate potential to contribute to the MA program in French. The department Is seeking individuals with a strong record and promising program of research, proven excellence in teaching as well as excellent interpersonal skills. For the complete advertisement, please refer to our website: http:// www.artsandsclence.usask.ca/lenguages/.

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■ **GEOCHEMISTRY — McMaster University.** The School of Geography and Earth Sciences at McMaster University (http://www.science.mcmaster.ca/geo) invites application for a tenure track position in Stable Isotope Geochemistry at the Assistant Professor level beginning July 1, 2009. Appointment at the Associate Professor level may be considered under exceptional circumstances. The School seeks an innovative earth scientist with an outstanding research record in the application of isotopes to understand processes in the environmental context, or the development of new and innovative isotopic techniques for the investigation of the geosphere. Candidates with research complementary to existing faculty research are strongly encouraged. The successful applicant must hold a PhD degree in Geology, Earth Sciences, Geochemistry, or a closely related field. The candidate will be expected to develop a strong externally funded research program and should have e strong commitment to undergraduate/graduate teaching end supervision. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. The evaluation of candidates will begin on January 15, 2009 and will continue until the position is filled. Applicants should send a cover letter outlining their research interests, a copy of their curriculum vitae, a statement of teaching philosophy (max. 2 pp.) and evidence of teaching effectiveness (if any), contact information for three referees (address, phone number and e-mail) and copies of no more than three reprints or works in progress to the Chair of the search committee. Electronic applications will NOT be accepted. Dr. Bruce Newbold, Chair, Search Committee, School of Geography and Earth Sciences, General Science Building, room 206, McMaster University, 1280 Main Street West, Hamilton, ON, L8S 4K1; Tel: (905) 525-9140, ext. 27948; Fax: (905) 546-0463; Email: newbold@mcmaster.ca.

■ **GERMAN — University of Waterloo.** The Department of Germanic and Slavic Studies at the University of Waterloo invites applications for a newly endowed position, the Right Honourable John George Diefenbaker Memorial Chair in German Literary Studies. The Department is seeking an outstanding scholar whose research and teaching focuses on major literary works and authors of the German language We are looking for candidates who are innovative thinkers and recognized leaders in their fields with an outstanding record of achievement in research and teaching. The Chair's mandate is to stimulate interest in German-language literature on local, national, and international levels through research, teaching, and outreach. Appointment will be at the Associate or Full Professor rank, as appropriate. This appointment will be tenured; salary will be commensurate with qualifications and experience. Germanic and Slavic Studies at the University of Waterloo offers programs leading to the BA, MA, and PhD in German; approximately a third of all graduate German degrees in Canada are granted by the University of Waterloo. The department's German program is currently staffed by 8 tenured professors with expertise in German and Austrian literature (18th–21st centuries), German-language film, and applied linguistics. The department is also home to the Waterloo Centre for German Studies, an endowed research institute that operates a range of intellectual and cultural programming. With a student population of 25,000 and six Faculties, the University of Waterloo has been rated the most innovative university in Canada for 13 years in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo, with a population of 500,000 and a rich German-Canadian heritage. The area enjoys one of the fastest growth rates in Canada. The Department will be pleased to receive nominations and applications for this prestigious position. Nominations should be sent to the Department Chair. Applications, including a cover letter, curriculum vitae, and the names of three referees, should be sent directly to: Dr. James M. Skidmore, Chair, Department of Germanic and Slavic Studies, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; E-mail: skidmore@uwaterloo.ca; Tel.: 519.888.4567, x33687; Fax 519.746.5243; Web. www.germanicandslavic.

Positions in Mechanical Engineering
School of Engineering

The School of Engineering at the University of Guelph has begun an ambitious expansion program, the first stage of which is the introduction of a B.Eng program in mechanical engineering to begin in September, 2009. Most of these positions will be filled at the Assistant or Associate Professor level. Hiring will begin early in 2009 and will continue into 2010.

Qualified applicants will hold a Ph.D. degree in mechanical engineering or a related field. They will be expected to contribute to core courses in the engineering programs and to develop specialized courses that fit with the general philosophy of the program and the School of Engineering. It is also expected that each new appointment will develop an independently funded research program in his or her area of specialization and will contribute to the post graduate program through teaching and research. Registration as a Professional Engineer in the Province of Ontario or the ability to obtain registration is a requirement of these positions.

The mechanical engineering program is rich in electives. Consequently we are looking for applicants with a good basic grounding in mechanical engineering and with special interests in a variety of fields, such as manufacturing system design, food and beverage manufacturing, solar and wind energy, biomechanics, mechatronics, machine design, quality control and computational fluid dynamics.

The University of Guelph has well established and accredited undergraduate and graduate degree programs in Biological Engineering, Engineering Systems and Computing, Environmental Engineering and Water Resources Engineering. At present the School comprises over 31 faculty members, 600 undergraduate students and 150 graduate students.

The City of Guelph is known for its educational and cultural life and has often been rated as one of the best cities to live in Canada. It is surrounded by rolling farmland, possesses an excellent public transit system and a wide variety of housing possibilities. The City is within easy driving distance of Metropolitan Toronto and recreational areas from the Niagara wine region to Lake Huron and the ski hills of Collingwood.

Further information may be found at the following sites: www.uoguelph.ca / www.soe.uoguelph.ca

The hiring process will be a continuous one until all positions are filled.

Interested applicants should send a CV, statement of teaching and research interests and the contact points for five references to the address below. References will only be contacted with permission of the applicant. Positions are subject to final budgetary confirmation.

The Chair
Mechanical Engineering Search Committee
School of Engineering
University of Guelph
Guelph, Ontario, Canada N1G 2W1
Email: mecheng@uoguelph.ca
Fax: 519-836-0227

UNIVERSITY of GUELPH

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

LaurentianUniversity
UniversitéLaurentienne

Multiple Faculty Positions Available

Laurentian University (LU) is located in Sudbury, an attractive modern city offering unique cultural, recreational, and educational opportunities. For further info see http://www.sudbury tourism.ca. LU is a bilingual institution and an equal opportunity employer. It has a policy of passive bilingualism (English/French) as a condition of tenure. LU is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Ad #1: Anthropology
Ad #2: Canadian History
Ad #3: Human Kinetics (Health Promotion/Exercise)
Ad #4: Mechanical Engineering (2 positions)
Ad #5: Nursing (Director of the School)
Ad #6: Psychology at Georgian College (2 positions)

Faculty positions starting July 1, 2009. Applications will be reviewed commencing in **January 2009** but will be accepted until the positions are filled. Ph.D. in the related field is essential unless otherwise indicated.

Applicants should provide a covering letter clearly indicating the Ad number, a curriculum vitae, a list of publications, a summary of research interests, a research proposal indicating equipment needs and three letters of reference addressed to:

Patrice Sawyer
Acting Vice-President, Academic
Laurentian University
935 Ramsey Lake Road
Sudbury, ON P3E 2C6
E-mail: asr@laurentian.ca

LU faculty are part of the LUFA (Laurentian University Faculty Association), information and the Collective Agreement can be found at www.lufapul.ca. All positions are subject to budgetary approval.

A more complete description of the positions can be found at **positions.laurentian.ca**.

Postes vacants au sein du corps professoral

L'Université Laurentienne (UL) est située à Sudbury, une ville moderne et agréable offrant des possibilités uniques en matière d'enseignement, de loisirs et d'activités culturelles. Consultez http://www.sudburytourism.ca. L'UL est un établissement bilingue et souscrit au principe de l'égalité d'accès à l'emploi. Le bilinguisme passif (français - anglais) est une condition d'obtention de la permanence. L'UL souscrit aussi au principe de l'équité en matière d'emploi et incite toutes les personnes qualifiées, y compris les femmes, les Autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Conformément aux exigences du Canada en matière d'immigration, cette annonce s'adresse en premier lieu aux citoyens canadiens et aux résidents permanents.

Annonce #7 : Activité physique
Annonce #8 : Histoire (franco-ontarienne)
Annonce #9 : Mathématiques
Annonce #10 : Sciences de gestion (commerce)
Annonce #11 : Sociologie

L'UL désire combler divers postes de professeurs à compter du 1 juillet 2009. Les candidatures seront examinées à compter de **janvier 2009** mais seront acceptées jusqu'à ce que les postes soient comblés. Un doctorat (Ph.D.) dans le domaine connexe est, à moins d'avis contraire, obligatoire. Les candidat(e)s doivent faire parvenir une lettre d'accompagnement indiquant le numéro de l'annonce, un curriculum vitae, une liste de publications, un résumé des champs d'intérêts de recherche, un projet de recherche indiquant les besoins d'équipement et trois lettres de recommandations à :

M. Patrice Sawyer
Vice-recteur intérimaire à
l'enseignement et à la recherche
Université Laurentienne
935, chemin du lac Ramsey
Sudbury (ON) P3E 2C6
Courriel : asr@laurentienne.ca

Les membres du corps professoral de l'UL font partie de l'APUL (Association des professeurs de l'Université Laurentienne). De plus amples renseignements ainsi que la convention collective figurent à www.lufapul.ca. Les postes sont comblés sous réserve de l'approbation budgétaire.

Pour obtenir de plus amples renseignements sur ces postes, veuillez consulter **postes.laurentienne.ca**

CAREERS CARRIÈRES

uwaterloo.ca/dietenbakerchair. Electronic applications are preferred. The department will begin reviewing applications after January 15th, 2009. The position will remain open until it is filled, and the starting date is negotiable. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **GERMAN/LINGUISTICS — University of Saskatchewan.** The Department of Languages and Linguistics at the University of Saskatchewan invites applications for a full-time tenure-track position at the Assistant Professor level in German and Linguistics, effective July 1, 2009. Applicants must hold a PhD in a relevant area, possess native or near-native fluency in German and English, demonstrate a strong record and promising programme of research, as well as excellence in teaching. Preferred areas of research focus are German language acquisition and modern German language studies. Expertise in other areas of German studies, Applied Linguistics and Linguistics would be an asset. For the complete ad, please refer to the department's website: http://artsandscience.usask.ca/languages/Employment.php

■ **GESTION — Université McGill.** La faculté de gestion Desautels est à la recherche de candidats pour des postes de professeur agrégé/adjoint donnant accès à la permanence, pour des termes limités de professeur adjoint (catégorie spéciale) et de professeur invité dans les domaines de la comptabilité, finance, gestion générale, gestion de l'informatique, sciences de la gestion (gestion des opérations), marketing, comportement organisationnel et politique générale des entreprises. Les candidats possèdent une solide expérience de la recherche ou ont le potentiel de s'y consacrer, ainsi qu'une bonne expérience de l'enseignement. Les candidats au poste de professeur adjoint sont titulaires d'un doctorat ou en instance de le terminer dans l'année. Salaire et échelon sont fonction des qualifications et de l'expérience de recherche des candidats. La faculté de gestion Desautels compte 70 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature, ainsi que trois (3) lettres de références et diplômes (copies) obtenus au Vice-doyen — affaires académiques, Faculté de gestion Desautels, 1001, rue Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 31 janvier 2009. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent aux citoyens canadiens et aux résidents permanents. L'Université McGill souscrit à l'équité en matière d'emploi.

H

■ **HEALTH STUDIES & GERONTOLOGY — University of Waterloo.** Applications are being accepted for the Schlegel Research Chair in Aging, a tenure-track position at the Assistant or Associate Professor level in Dementia and Dementia Care, in the Faculty of Applied Health Sciences at the University of Waterloo. This position offers an exceptional research opportunity with research funding, research support, and a reduced teaching load. It involves a full-time faculty appointment in one or both of the Departments of Recreation and Leisure Studies and Health Studies and Gerontology, together with a formal link with the RBJ Schlegel-UW Research Institute for Aging (RIA: see http://www.the-ria.ca). The successful applicant will join a well-established team of researchers and educators working in the Murray Alzheimer Research and Education Program (MAREP: see http://marep.uwaterloo.ca). MAREP is an innovative program that adopts a partnership approach and integrates research and educational activities in order to improve dementia care practices and policies for individuals, families, and communities in Canada and globally. MAREP is also a major division within the RIA, a university affiliate which promotes research relevant to aging in both community and long-term care settings. The RIA provides a vibrant environment, with opportunities for research in 9 established continuums of care, and supports the translation of knowledge to practice. The successful candidate will have strong competencies in social, behavioural, psychological, and/or health research and in undergraduate and graduate teaching, with a completed doctoral degree in Health Studies, Recreation and Leisure Studies, Gerontology or a related academic discipline (such as Nursing, Social Work, Social Policy, Rehabilitation Science, or Adult Education). The preferred candidate will have demonstrated expertise in dementia and dementia care in one or more of the following areas: therapeutic recreation/activity interventions and prevention in dementia, socio-cultural approaches to dementia, dementia care and support in community and long-term care settings, and/or participatory action approaches to research, education and program and policy development related to dementia. Expertise in both quantitative and qualitative methodologies would be an asset. Salary range will be commensurate with qualifications and experience. Anticipated start date is July 1, 2009, but the position will remain open until a suitable candidate is found. A covering letter, curriculum vitae and three letters of reference directly from referees should be sent to Dr. Sue Shaw, Chair of the Advisory Committee on Appointments, Faculty of Applied Health Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be received until the position is filled. Further information about the Faculty and the Departments of Recreation and Leisure Studies and Health Studies and Gerontology can be found at http://www.ahs.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

I

■ **INTERNATIONAL AFFAIRS — Carleton University.** Subject to budgetary approval, applications are invited for a two-year term position in the Norman Paterson School of International Affairs in the field of intelligence and security studies. The School is a recognized centre of academic excellence in international affairs and public policy. It is the largest and oldest school of its kind in Canada and is well known internationally, offering MA and PhD degrees in international affairs (http://www.carleton.ca/npsia/). The School's multidisciplinary faculty is engaged in a broad and growing array of research projects and innovative teaching initiatives. Members of the faculty are also regularly called upon for their expertise by federal government agencies and departments, as well as international agencies involved in public sector training and development. The School seeks to hire an Assistant Professor who has an established and productive research program in the fields of intelligence and international security studies, with a preference for candidates who are knowledgeable about critical infrastructure security and protection issues. The successful candidate will have a PhD in Political Science, Economics, Public Policy, Public Administration or other relevant discipline. The successful candidate will be expected to contribute through his/her teaching and research to the development of a new Master's degree program in infrastructure protection and international security that will be jointly offered with the Department of Civil and Environmental Engineering at Carleton University. The successful candidate should also have an excellent record of graduate level teaching and be committed to working in a multidisciplinary environment. Some experience in working in the public sector, or working with government departments and agencies on applied projects, is considered an asset. The deadline for applications is February 27, 2009. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications of Canadians and permanent residents will be given priority. Candidates should include: a curriculum vitae; statement of research and teaching interests, a teaching portfolio, or evidence of teaching performance. All candidates should include a statement regarding their approach to teaching, as part of their application. They should also arrange to have three confidential letters of reference sent to the School. All candidates attaining an interview will be asked to deliver a research seminar to faculty and students. Applicants should be sent to: Dr. Fen Osler Hampson, Director, The Norman Paterson School of International Affairs, 14th floor, Dunton Tower, Carleton University, 1125 Colonel By Drive, Ottawa, ON, K1S 5B6.

Concordia University's Faculty of Fine Arts

The Faculty of Fine Arts at Concordia University is seeking qualified applicants for limited-term appointments effective August 15, 2009 to May 31, 2010. Subject to budgetary approval, positions may be available in the following departments:

Art Education, Art History, Contemporary Dance, Creative Arts Therapies, Design and Computation Arts, Mel Hoppenheim School of Cinema, Music, Studio Arts or Theatre.

Appointments will be made at the rank of Lecturer or Assistant Professor, depending upon qualifications. Successful candidates will be expected to teach up to 6 courses during their initial 9.5-month appointment and up to 7 courses per annum if reappointed.

Individuals holding limited-term appointments may be reappointed, given continued funding and need, as well as satisfactory job performance. Together, initial appointments and subsequent reappointments may not exceed 36 months or a span of 3 consecutive years.

For detailed information on qualifications and application procedures in each department, please refer to our website:
http://www.concordia.ca/about/jobopportunities/faculty/fa/

Positions are available until filled. Applications should be sent as soon as possible, but no later than February 20, 2009.

For more information on the Faculty, visit http://finearts.concordia.ca.
All qualified applicants are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.

Concordia University Fine Arts

UNIVERSITÉ Concordia UNIVERSITY

Public Health
Tenure-Track Position in the Faculty of Health Sciences

University of Lethbridge

The University of Lethbridge, located in picturesque southern Alberta, aims to foster the spirit of free inquiry and the critical interpretation of ideas. If you are open to innovation and committed to the creation of an environment that excites and ignites learning, we welcome your application. The Faculty of Health Sciences is dedicated to excellence in teaching, research and community service together with novel approaches to health care.

The Faculty of Health Science of the University of Lethbridge invites applications for one probationary (tenure-track) position in Public Health at the rank of Assistant or Associate Professor.

Qualifications: If you possess a PhD in Public Health, Nursing, or a related discipline or a PhD near completion, your application is of considerable interest to us. You should have expertise in public health/population health promotion practice and teaching and be prepared to develop a program of research. Experience in community development is an asset.

Academic Setting: The University is a vital part of Lethbridge, a community of 82,000 located beside the Oldman River, close to the Rocky Mountains. An excellent place to raise a family and enjoy the many recreational and cultural amenities of the area, you will discover a wonderful quality of life that is second to none. Public Health is a new non-clinical degree providing a range of career options within a growing multidisciplinary field of practice. Students can choose between three broad areas of focus: Applied Public Health Practice, Health Policy and Promotion, and Public Health Promotion. The program is unique in Alberta and supports provincial and national health goals promoting wellness and population health. The Faculty also offers two programs in Nursing: a Post-diploma Bachelor of Nursing and a four-year Bachelor of Nursing for new entrants to the profession. The four-year BN is offered in collaboration with Lethbridge College within the Nursing Education in Southwestern Alberta (NESA) Program. The Faculty also offers the only baccalaureate program in Addictions Counselling in Canada. The Faculty is also home to the University of Lethbridge site of the Alberta Gaming Research Institute, a partnership among Alberta universities. The Faculty of Health Sciences offers a graduate program that leads to a Master of Science degree with opportunities to focus in Nursing, Addictions Counselling, or other areas.

Responsibilities: You will have an opportunity to teach undergraduate and graduate students and you will also benefit from a start-up research allowance that will help you to develop your scholarly activities. To view additional information about the Faculty of Health Sciences, please visit our website at www.uleth.ca/hlsc.

Remuneration: You will receive an excellent salary commensurate with your experience, as well as a benefit package and relocation assistance. Please visit The University of Lethbridge website to view the economic benefits package outlined in the University of Lethbridge Faculty Association (ULFA) Handbook.

Employment Equity: The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations, first preference will be given to Canadian citizens and permanent residents of Canada, but all qualified applicants are encouraged to apply. All positions are subject to Board approval.

How to Apply: Applications, including your current Curriculum Vitae and three letters of reference, should be sent to **Dr. Chris Hosgood, Dean, Faculty of Health Sciences, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, Canada, T1K 3M4.** Electronic applications are welcomed at: dean.hlsc@uleth.ca. The closing date for applications is **February 16, 2009.** The position will commence July 1, 2009.

UNBC UNIVERSITY OF NORTHERN BRITISH COLUMBIA

Assistant Professor in Management Accounting - School of Business, College of Science and Management
(Tenure-track Position)

The School of Business is the largest academic program in the University with over 500 students. It offers two degrees: A Bachelor of Commerce with majors in Accounting, Finance, Human Resources, International Business, Marketing and General Business; and an Innovative Masters of Business Administration. A new Master of Science degree is under consideration for 2009. The University of Northern British Columbia is a small, research intensive university with an enrollment of 3,500 students in more than 40 undergraduate and graduate programs. UNBC has a strong mandate for growth and a beautiful, comprehensive campus. UNBC is committed to research and teaching excellence, and provides strong support for faculty to develop their scholarly capabilities. For more information on the School of Business please visit our web site http://www.unbc.ca/commerce/index.html

Located in north-central British Columbia, Prince George is a city of 80,000 people with broad cultural, educational, and recreational amenities. The city is home to a symphony orchestra, professional theatre, a WHL hockey team, a community college, and the University. Prince George is a friendly community offering a wide range of new housing at very reasonable costs. The region also offers exceptional skiing, canoeing and kayaking, fly-fishing, hiking, and mountain biking. The lakes, forests and mountains of northern and central British Columbia offer an unparalleled natural environment in which to live and work. For more information about the city of Prince George please consult www.seeyouinprincegeorge.ca

The University of Northern British Columbia, in conjunction with the School of the Business, invites applications for a Tenure-track position in Management Accounting at the rank of Assistant Professor with an anticipated start date of July 1, 2009. The successful candidate will possess a PhD (or be near completion) with research and teaching interests in management accounting. A professional accounting designation is an asset.

Applicants should forward their curriculum vitae and the names and addresses of three references (including telephone, fax, and email information) quoting competition #FABU26-08(BW) to: The Office of the Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-5791. Please direct inquiries to: Dr. Robert Ellis, Chair of the School of Business, at Telephone (250) 960-6491, Email: bellis@unbc.ca This position is being advertised subject to budgetary approval. Electronic submissions of CVs can be forwarded to: FacultyRecruitment@unbc.ca.

Applications received on or before January 30, 2009 will receive full consideration; however applications will be accepted until the position is filled

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

CAREERS CARRIÈRES

Concordia University
Arts and Science

Concordia University
Faculty of Arts and Science

The Faculty invites applications for the following positions. **Please send your application to the appropriate department contact c/o Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Qc. H3G 1M8.** Applications should consist of a cover letter, a current curriculum vitae, a statement of teaching interests, and evidence of teaching effectiveness. Candidates should arrange for three letters of reference to be sent directly to the department contact.

APPLIED HUMAN SCIENCES
The Department of Applied Human Sciences invites applications for five limited term appointments in the following areas: Leisure Sciences, Human Relations (group process/working in task groups and diversity and community development), and Human Systems. A PhD in recreation and leisure or related field is required for the first position A PhD in a relevant social science discipline is required and advanced professional training in human relations and group process intervention are an asset for the positions in human relations and human systems.
Dr. Lisa Ostiguy, Chair, Department of Applied Human Sciences
ostiguy@alcor.concordia.ca
http://ahsc.concordia.ca

BIOLOGY
The Department of Biology invites applications for two limited-term appointments, one in Organismal Biology to teach Biology Majors, and one in Introductory Biology to teach non-biology students. The successful candidate for the Organismal position will be expected to teach lecture and laboratory courses in genetics, ecology and the biodiversity of animals and microbes, whereas the successful candidate for the Introductory position will teach large lecture sections for students with a limited background in biology and science. Applicants should have a PhD and relevant teaching experience.
Dr. Jim Grant, Chair, Department of Biology
grant@alcor.concordia.ca
http://clone.concordia.ca/bioweb

CLASSICS, MODERN LANGUAGES AND LINGUISTICS
The Department of Classics, Modern Languages and Linguistics invites applications for up to eight limited-term appointments in Classics, Latin language and literature; German language and culture, Modern Arabic language and culture, Modern Chinese language and culture; Italian language and culture, Linguistics, Semantics and related areas; Spanish, Modern peninsular literature and culture; and; Spanish, Applied linguistics.
Dr. Mark Hale, Chair, Department of Classics, Modern languages and Linguistics
hale1@alcor.concordia.ca
http://artsandscience1.concordia.ca/cmll/

COMMUNICATION STUDIES
The Department of Communication Studies invites applications for six limited-term appointments in Media Production (must be able to teach in *at least* two areas: film, intermedia, video, sound); Media Studies & Criticism; Media Policy & Organisational Communication; Media and Culture; Media Theory and Public Discourse.
Prof. Rae Staseson, Chair, Department of Communication Studies
Rae.Staseson@concordia.ca
http://artsandscience1.concordia.ca/comm/

ECONOMICS
The Department of Economics invites applications for four limited-term appointments. Candidates should have a completed, or near completed PhD, and be capable of teaching undergraduate courses in several of the following areas: Introductory and Intermediate Theory, Statistics, Uses of Economic Data, Canadian Economic Policy and International Economics.
Dr. William Sims, Chair, Department of Economics
econhr@alcor.concordia.ca
http://artsandscience1.concordia.ca/economics

EDUCATION
The Department of Education invites applications for eight limited-term appointments. Child Studies and Early Childhood/Elementary Education - early childhood education, educational psychology, family/child, ESL, TESL. Applied Linguistics - language teaching, methodology, language assessment, pedagogical grammar; Educational Studies – sociological/comparative foundations of education; Educational Technology - human performance technology, social computing.
Dr. Richard F. Schmid, Chair, Department of Education
schmid@education.concordia.ca
http://doe.concordia.ca

ENGLISH
The Department of English invites applications for eight limited-term appointments in the following areas: Canadian literature, Medieval literature, Nineteenth Century British literature (and Composition), Contemporary literature, Creative Writing (two positions, poetry and prose), and Composition (two positions).
Dr. Jason Camlot, Chair, Department of English
camlot@alcor.concordia.ca
http://english.concordia.ca/

ÉTUDES FRANÇAISES
Le département d'Études françaises sollicite des candidatures à un poste à durée limitée éventuel en enseignement du français langue seconde et du français avancé. Les qualifications recherchées sont un Ph.D. obtenu ou en voie d'obtention, une expérience en enseignement, des publications et une aptitude au travail d'équipe.
Dr. Philippe Caignon, Interim Chair, département d'Études françaises
pcaignon@alcor.concordia.ca
http://francais.concordia.ca/

JOURNALISM
The Department of Journalism invites applications for up to two limited-term appointments in Broadcast Journalism and Print Journalism. The ideal candidate(s) would have five years of relevant professional experience, university-level teaching experience and a graduate degree in a related field
Dr. Mike Gasher, Chair, Department of Journalism
gashmj@alcor.concordia.ca
http://journalism.concordia.ca

LIBERAL ARTS COLLEGE
LAC invites applications for one limited-term appointment. The ideal candidate should be competent to teach seminars in our multi-disciplinary Great Books curriculum with particular reference to the period from classical and biblical Antiquity to the seventeenth century.
Dr. Eric Buzzetti, Acting Principal, Liberal Arts College
buzzetti@alcor.concordia.ca
http://lac.concordia.ca/

MATHEMATICS AND STATISTICS
The Department of Mathematics and Statistics invites applications for six limited-term appointments to teach in some of the following areas: analysis, differential equations, computational algebra, numerical analysis, optimization, probability and statistics. Requirements include relevant teaching experience and a completed or nearly completed PhD.
Dr. Yogendra P. Chaubey, Chair, Department of Mathematics and Statistics
chair@mathstat.concordia.ca
http://www.mathstat.concordia.ca

PHILOSOPHY
The Department of Philosophy invites applications for two limited-term appointments. The first is to teach mostly introductory courses such as Critical Thinking, Introduction to Ethics, Applied Ethics, Existentialism, and Philosophy of Religion. The second appointment will be expected to teach both introductory and advanced undergraduate courses in Epistemology and Metaphysics. Teaching competence in ancient philosophy may be an advantage.
Dr. Matthias Fritsch, Chair, Philosophy
mfritsch@alcor.concordia.ca (inquiries only)
http://artsandscience1.concordia.ca/philosophy/

POLITICAL SCIENCE
The Department of Political Science invites applications for four limited-term appointments. Applicants should have PhDs and teaching experience. We seek experts in the following four areas: Middle Eastern studies, from a comparative politics or regional perspective; modern political theory; international relations; and comparative politics, with a specialization in South Asia.
Dr. Peter Stoett, Chair, Department of Political Science
pstoett@alcor.concordia.ca (inquiries only)
http://politicalscience.concordia.ca

PSYCHOLOGY
The Department of Psychology invites applications for eight limited-term appointments. The successful candidates would be required to teach a combination of any of the following areas: Motivation, Perception, Personality, Historical, Learning, Introductory, Statistics, Research Methods, Abnormal, Developmental, Cognition, and Social and Cultural Psychology.
Dr. Jean-Roch Laurence, Chair, Department of Psychology
psychair@alcor.concordia.ca
http://psychology.concordia.ca

RELIGION
The Department of Religion invites applications for three limited-term appointments: one in Sociology or Anthropology of Religion, Ethics, and Christianity, with emphasis on modern and North American traditions; one in Aboriginal (native) religions; and one in theories of the Study of Religion and Ethics.
Dr. Lynda Clarke, Chair, Department of Religion
L.Clarke@concordia.ca
http://religion.concordia.ca/

SOCIOLOGY AND ANTHROPOLOGY
The Department of Sociology and Anthropology invites applications for four limited-term appointments in Sociology. We are interested in candidates with teaching and research strengths in: Classical Theory, Social Problems, Deviance, Juvenile Crime and Delinquency, Research Methods and Introduction to Society. A completed PhD is an asset.
Dr. Frances M. Shaver, Chair
sachair@alcor.concordia.ca
http://artsandscience1.concordia.ca/socanth/

THEOLOGICAL STUDIES
The Department of Theological Studies invites applications for two limited-term appointments, one in Christian Ethics/Systematics and one in Christian Spirituality/Pastoral Ministry. Successful candidates will teach introductory and more advanced undergraduate courses and one graduate course (MA level) in Christian Ethics and Christian Spirituality respectively.
Dr. Christine Jamieson, Chair, Department of Theological Studies
jamieson@alcor.concordia.ca
http://theology.concordia.ca

These positions are subject to budgetary approval and department/unit need. Individuals holding limited-term appointments may be reappointed, given continued funding and need, as well as satisfactory job performance. Together, initial appointments and subsequent reappointments may not exceed 36 months or a span of three consecutive years. They are normally at the rank of Lecturer or Assistant Professor, beginning August 15, 2009 and ending May 31, 2010. Successful candidates will normally be expected to teach three courses per semester.

EXTENDED TERM APPOINTMENTS

APPLIED HUMAN SCIENCES
The Department of Applied Human Sciences seeks applications for one extended-term appointment in Human Relations. The desired candidate would have relevant teaching experience in one or more of the following areas: group leadership and working in task groups, diversity, youth work, and family life education, supervision of internship and student work in the community. Preferred candidates should have a PhD in a relevant social sciences discipline. Professional training in human relations is desired. Candidates must have successful undergraduate teaching experience in human relations.
Lisa Ostiguy, Chair, Department of Applied Human Sciences
ostiguy@alcor.concordia.ca
http://ahsc.concordia.ca

ECONOMICS
The Department of Economics invites applications for one extended-term appointment. Candidates should have a completed, or near completed PhD, and be capable of teaching and, in some cases, coordinating multi-section undergraduate courses in some of: Introductory and Intermediate Theory, Statistics, Uses of Economic Data and International Economics.
Dr. William Sims, Chair, Department of Economics
econjobs@alcor.concordia.ca
http://artsandscience1.concordia.ca/economics

ÉTUDES FRANÇAISES
Le département d'Études françaises sollicite des candidatures à un poste de longue durée éventuel en enseignement de la traduction, du français langue seconde et du français avancé. Les qualifications recherchées sont un Ph.D. en linguistique et traduction, une expérience en enseignement, en traduction et en rédaction professionnelle, des publications, une aptitude démontrée au travail d'équipe et à la gestion de tâches administratives.
Dr. Philippe Caignon, Interim Chair, departement d'Études françaises
pcaignon@alcor.concordia.ca
http://francais.concordia.ca/

HISTORY
The Department of History invites applications for one extended-term appointment in American history with sub-specialties in Aboriginal and Public History and an ability to teach Canadian history. Preference will be given to candidates with PhDs and relevant teaching experience.
Dr. Shannon McSheffrey, Professor and Chair, Department of History
histjobs@alcor.concordia.ca
http://history.concordia.ca

These positions are full-time positions of a fixed term beginning June 1, 2009. Under the provisions of the current CUFA Collective Agreement, individuals are initially appointed for a three-year period, normally at the rank of Lecturer, with possible re-appointments of five years.

All inquiries about specific positions should be directed to the appropriate department contact. Review of applications will begin as they are received and will continue until the required position has been filled **All applications should reach departments no later than March 16, 2009.**

For additional information please visit our Website at: http://artsandscience1.concordia.ca/

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.

UNIVERSITÉ Concordia UNIVERSITY

CAREERS CARRIÈRES

K

■ **KINESIOLOGY & PHYSICAL EDUCATION — Wilfrid Laurier University.** The Department of Kinesiology & Physical Education invites applications for a tenure-track appointment related to Socio-cultural and administrative aspects of physical activity at the Assistant Professor level beginning July 1, 2009, subject to budgetary approval. Applicants should hold a PhD or be near completion, have evidence of commitment to and superior ability in teaching, and an active program of research with strong potential for external funding. Post-Doctoral experience would be an asset. Duties would include teaching a variety of socio-cultural and sport administration related undergraduate courses in the Kinesiology and Physical Education Department. Ability to teach in a number of the following areas is expected: Historical and philosophical foundations of physical activity, History of physical activity in Canada, Organization and administration of physical activity, Ethics in sport, exercise and health, Socio-cultural aspects of physical activity, Sports administration and marketing as well as other similar courses. The successful candidate would also be expected to help develop and implement current plans for a new graduate MBA in Sports Administration to be offered in cooperation with the School of Business and Economics as well as a possible new graduate program in socio-cultural aspects of physical activity offered within the Kinesiology & PE department. Applicants should send a curriculum vitae, a statement regarding teaching experience and interests, copies of recent publications, a statement of current and prospective research interests, and contact information (address, telephone, and email) for at least three referees to Dr. Peter Tildus, Chair, Department of Kinesiology & Physical Education, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5; (email: ptildus@wlu.ca). Applications will be accepted until February 15, 2009. Applicants can learn more about the Department and current faculty research interests at www.wlu.ca/science/kinesiology. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups wishing to be considered for employment equity must self-identify, in confidence, to the Dean of the Faculty of Science, Dr. Deborah MacLatchy. Only those applicants selected for an interview will be contacted.

L

■ **LEADERSHIP — McMaster University.** The DeGroote School of Business at McMaster University is seeking outstanding applicants with an established record of research, teaching and business community collaboration focusing on leadership in dynamic environments. Examples might include, but are not limited to; the leadership of innovation, the leader as a champion of new ideas, the leader as entrepreneur, the leader as organizational change agent, etc. The successful candidate will occupy the Teresa Cascioli Chair in Entrepreneurial Leadership, a title meant to emphasize the leadership of change in dynamic environments. The appointment will be at the full professor or senior associate level. Salary will be commensurate with qualifications and experience. Duties will include research (McMaster is a "research intensive" university), teaching the leadership of significant change, and fostering collaborative relationships with the business community. The Chair will be a member of the Human Resources and Management Area within the DeGroote School of Business, the members of which are from disciplines such as organizational behaviour, human resource management, industrial relations and industrial-organizational psychology. For more information about this position, please contact Dr. John Medcof, Professor, Human Resources and Management, at medcof@mcmaster.ca. Applications should include a cover letter, curriculum vitae, a sample publication, and the names and contact information of three referees. Send applications and all supporting documentation to: P. K. Bates, Dean, DeGroote School of Business, McMaster University, 1280 Main St W, Hamilton, ON, L8S 4M4, E-mail: deanbus@mcmaster.ca; Fax: (905) 526-0852. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

M

■ **MANAGEMENT — McGill University.** Applications are invited for anticipated tenure-stream appointments, limited term appointments as Assistant Professor (special category), and Visiting Professor in the areas of Accounting, Finance, General Management, Information Systems, Management Science (Operations Management), Marketing, Organizational Behaviour, and Strategy and Organization. Salary and rank are commensurate with the candidate's qualifications and research record. The Desautels Faculty of Management has over 70 full-time faculty and offers BCom, MBA, and PhD degrees. Please send your Curriculum Vitae along with three (3) copies of letters of reference and copies of diplomas to the Associate Dean — Academic, Desautels Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 2009. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

■ **MANAGEMENT SCIENCES (INFORMATION SYSTEMS) — University of Waterloo.** The Department of Management Sciences at the University of Waterloo invites applications for full-time, professorial appointments at any level: assistant, associate or full, to begin May 2009 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have demonstrated research and teaching potential in Industrial/systems engineering, computer science, or a related

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Faculty Positions
SIR WILFRED GRENFELL COLLEGE

MEMORIAL UNIVERSITY

Sir Wilfred Grenfell College is a small (1300 student) liberal arts and science institution and the Corner Brook campus of Memorial University of Newfoundland. At Sir Wilfred Grenfell College, our emphasis is on a small-class environment and teaching excellence in distinctive multi- and interdisciplinary programs with four-year Bachelor's degrees in Arts, Fine Arts, Science, and Nursing. We are currently working to increase enrolments, build new degree programs, acquire new infrastructure and enhance our research profile and activities.

Corner Brook (population 22,000) is a safe and friendly city with excellent recreation and cultural facilities, situated in an area of great natural beauty. The city is some 80 kilometers from Gros Morne National Park, a UNESCO World Heritage Site and 10 kilometers from Marble Mountain, one of Eastern Canada's premier downhill ski resorts.

Tenure Track Positions at the rank of Assistant Professor commencing August 1, 2009.
We seek candidates who are or who show promise to be exceptional teachers and scholars and who will become engaged in our community. Duties of tenure stream appointees include undergraduate teaching; research, scholarly and creative and professional activities; and academic service. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. If a successful candidate has not completed an earned doctorate, he or she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of his or her term appointment, he or she shall begin a tenure-track appointment following completion of the requirements of the degree.

Business VPA GRSS 2007-003
This position will support an undergraduate degree program in business administration that offers concentrations in Contemporary Business Studies, Small Business and Entrepreneurship, and Regional Economic Development. We are seeking candidates who have expertise in Regional Economic Development and/or Small Business and Entrepreneurship; however, applicants with other areas of expertise are also encouraged to apply. Candidates should also be prepared to teach Introduction to Business. For further program information, please visit us online at Teaching experience at the university level is preferred, and candidates may be asked to provide student evaluations. Candidates should identify areas of research interest and activity in their letter of application, in addition to a teaching dossier and a curriculum vitae.

Psychology VPA GRSS 2006-002
Candidates for this position will be expected to teach courses in social psychology within our existing program. The ability to teach courses in statistics would also be an asset. However, we encourage applicants from any area of psychology to apply.
• The candidate should be prepared to teach introductory psychology and will be invited to supervise honours theses (B.A. and B.Sc.).

Three-Year Contractual Positions commencing August 17, 2009.
Business (Two positions) VPA GRSS 2008-003 & VPA GRSS 2008-004
This position will support an undergraduate degree program in business administration that offers concentrations in Contemporary Business Studies, Small Business and Entrepreneurship, and Regional Economic Development. We are seeking candidates who have expertise in Regional Economic Development and/or Small business and Entrepreneurship; however, applicants with other areas of expertise are also encouraged to apply. Candidates should also be prepared to teach Introduction to Business. For further program information, please visit us online at www.swgc.mun.ca/business. An MBA or Masters degree in a relevant field is the minimal credential accepted and preference will be given to candidates who also possess a relevant Ph.D. designation. Teaching experience at the university level is preferred, and candidates may be asked to provide student evaluations. Candidates are asked to identify areas of research interest and activity in their letter of application, in addition to a teaching dossier and curriculum vitae.

Contractual Positions commencing August 17, 2009.
Sir Wilfred Grenfell College is also seeking candidates for the following contractual positions:

- Chemistry (4.5 month)
- Chemistry (8.5 month)
- Economics (8.5 month)
- French (8.5 month)
- Historical Studies (8.6 month)
- Mathematics (8.6 month)
- Psychology (8.5 month)
- Sociology (Two 8.5 month positions)
- Sustainable Resource Management (8.5 month)
- Theatre (Two 8.5 month positions)
- Visual Arts (4.5 month)
- Visual Arts (8.6 month)

For details about these positions and application procedures, visit our website: **www.swgc.mun.ca**.
Salary will reflect qualifications and experience in accordance with the Collective Agreement governing faculty at Memorial University of Newfoundland. All positions are subject to budgetary approval.

Deadline for receipt of applications is **January 31, 2009**.
A letter of application along with a curriculum vitae, teaching dossier, and the names of three references should be sent to:
The Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NL, A2H 6P9.
Phone: (709) 637-6231; Fax: (709) 637-6218; Email vice-principal@swgc.mun.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

Department of Civil Engineering
University of Toronto

Assistant Professor in Transportation Engineering
Tenure Stream

The Department of Civil Engineering at the University of Toronto invites applications for a tenure stream position at the Assistant Professor level in the area of transportation engineering. The appointment to this position will be made 1 July 2009, or as soon as possible thereafter. Candidates from a variety of transportation research specializations are invited to apply. The successful candidate will be expected to make a significant research contribution within a Transportation group which currently emphasizes urban transportation systems analysis (both demand and supply related), intelligent transportation systems, public transport planning, transportation — land use interactions, freight transportation and sustainable transportation. Applicants with research interests in transportation demand and land use modelling are particularly encouraged to apply.

The Department of Civil Engineering at the University of Toronto is committed to excellence in teaching and interdisciplinary research aimed at addressing "first-order" world problems relating to urban infrastructure. The Transportation group within Civil Engineering is a vital and growing component of the Department's search for "urban solutions" for the 21st Century.

Facilities available within the University of Toronto in support of these research activities include a multi-million dollar Intelligent Transportation Systems (ITS) Centre and Testbed and the Urban Transportation Research Advancement Centre (UTRAC). The ITS testbed consists of a high-end computer laboratory combined with real-time data and video communication links to city and provincial traffic management centres and a commercial vehicle GPS monitoring system. This unique facility within Canada provides an ideal environment for a wide variety of transportation systems research and the design of decision-support tools. UTRAC provides travel data collection and management services and transport network modelling capabilities to planning agencies within the Greater Toronto Area, thereby providing both excellent data and software support to University researchers, and an excellent working relationship with local planning authorities.

Applicants should hold a doctoral degree, be eligible for registration as a Professional Engineer in Ontario, and have a demonstrated commitment to teaching and research in the university environment. The successful candidate will be expected to conduct research, supervise graduate students, and teach postgraduate and undergraduate courses in her or his field of interest and to contribute to the teaching of other engineering courses at the undergraduate level. Salary is commensurate with qualifications and experience.

Applicants should send a detailed curriculum vitae, a statement concerning research, teaching and professional interests, and a list of at least four referees to **Professor Brenda McCabe, Chair, Department of Civil Engineering, University of Toronto, 35 St. George Street, Room GB107, Toronto, Ontario, M5S 1A4** (www.civil.engineernng.utoronto.ca). The closing date for receipt of applications is **1 February 2009.**

The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

McGill

Faculty Position in Environmental Practices & Integrative Design
School of Architecture

The School of Architecture at McGill University invites applications for a tenure-track position at all ranks. The successful candidate will be charged with the development of a new program area in environmental practices and integrative design. We are looking for a candidate who will fundamentally re-think conventional notions of sustainability, integrative design, community and urban design/development in the contemporary context and capitalize on the school's existing strengths in design; the history and theory of architecture, cultural theory and technology; digital design and fabrication; housing and urban design. The candidate will lead and develop the research and pedagogical agendas in the stated area and be responsible for the coordination of the building science and technology curriculum. Teaching responsibilities will include design studio, courses in the area of specialization, and supervision of graduate students.

Candidates should hold a professional degree in architecture, an advanced degree in architecture or a related field, and an exemplary research record or professional experience. A PhD is required and eligibility for professional registration is desirable. Evidence of teaching experience and outstanding research achievements, or research potential, is essential.

Situated in the heart of bilingual Montreal, McGill is an English-language institution that contributes to, and benefits from, the city's cosmopolitan urban environment.

The successful candidate will play a leading role in maintaining McGill's international reputation of excellence in research and teaching. The School of Architecture was established in 1896 in the Faculty of Engineering and has one of the most diverse program offerings in North America. Further information about the School can be found at www.mcgill.ca/architecture.

Review of applications will begin on **January 15, 2009**, and will continue until the position is filled. Candidates should submit a curriculum vitae, a statement of teaching and research interests, samples of work (5 page maximum, by hard-copy mail or website URL), and the names of at least three references to:
Prof. Annmarie Adams, Chair, Search Committee, School of Architecture, McGill University, 815 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2K6 or by email at **search.architecture@mcgill.ca**

All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The position is subject to final budgetary approval of the University. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification.

CAREERS CARRIÈRES

field. Individuals in any area of Information Systems are encouraged to apply, but we are particularly seeking those with interests in human computer interaction, data mining, telecommunications management or topics at the interface of operations research and computer science. Industrial experience is highly desirable. An undergraduate degree in engineering or eligibility for registration as a professional engineer is required. The Department offers a co-op undergraduate degree in Management Engineering (launched in 2007), as well as MMSc, MASc and PhD programs. The successful candidate will join a dynamic and growing interdisciplinary department that has active research and teaching activities in Operations Research, Management of Technology and Information Systems. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is short-listed. Applications are to be submitted electronically at https://www.mansci.uwaterloo.ca/OFAS/. Consideration of candidates will continue until the positions are filled. For further information, please contact the chair of Management Sciences, Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Email: mjewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **MANAGEMENT SCIENCES (OPERATIONS RESEARCH) — University of Waterloo.** The Department of Management Sciences at the University of Waterloo invites applications for full-time, professorial appointments at any level: assistant, associate or full, to begin May 2009 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have demonstrated research and teaching potential in industrial/systems engineering or a field related to applied operations research. Current research thrust areas in the department include Energy, Healthcare, Logistics and Supply Chain Management and Optimization. Individuals in any area of Operations Research are encouraged to apply, but we are particularly seeking those with interests in stochastic processes and probabilistic modelling. Industrial experience is highly desirable. An undergraduate degree in engineering or eligibility for registration as a professional engineer is required. The Department offers a co-op undergraduate degree in Management Engineering (launched in 2007), as well as MMSc, MASc and PhD programs. The successful candidate will join a dynamic and growing interdisciplinary department that has active research and teaching activities in Operations Research, Management of Technology and Information Systems. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is short-listed. Applications are to be submitted electronically at https://www.mansci.uwaterloo.ca/OFAS/. Consideration of candidates will continue until the positions are filled. For further information, please contact the chair of Management Sciences: Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Email emjewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **MARINE AFFAIRS — Dalhousie University.** The Marine Affairs Program (MAP) at Dalhousie University provides an inquiring and stimulating interdisciplinary learning environment to advance the sustainable use of the world's diverse coastal and ocean environments. Applications are invited for the position of Assistant Professor (Marine Affairs), a full-time, three-year Limited Term Appointment within the Faculty of Management, School for Resource and Environmental Studies. We seek applicants with interdisciplinary competences across a range of social and natural sciences related to the sustainability of social-ecological systems in linked terrestrial and marine environments. Preference will be given to applicants with expertise in one or more of the following areas: common pool natural resource governance, societal adaptation to environmental change, international environmental and resource management regimes, coastal and marine conflicts. The Marine Affairs Program is a well-established, internationally recognized interdisciplinary program offering the Master of Marine Management degree. The Program involves interaction and coordination with five different Faculties at Dalhousie that participate in MAP's teaching, research and outreach activities. MAP attracts a significant number of international candidates at the mid-to-senior career level positions and its alumni are employed, often in positions of considerable responsibility, in over 40 countries. The Marine Affairs Program is part of the Faculty of Management, which has a unique commitment to values-based management and interdisciplinary research and learning. Thus, the successful candidate will have opportunities to work with like-minded colleagues in the Schools of Resource and Environmental Studies, Public Administration, Information Management and Business Administration within the Faculty. Information about the Marine Affairs Program can be found at http://marineaffairsprogram.dal.ca. In addition, s/he will be actively engaged in Dalhousie's new College of Sustainability. The College of Sustainability is a new and innovative program at Dalhousie University that takes advantage of Dalhousie's tremendous academic strength in the realm of environment, sustainability and society across many of the Faculties. Information about the College of Sustainability can be found at http://ess.dal.ca/. A completed PhD, evidence of teaching effectiveness, ability and willingness to work with colleagues, research experience, supported by publications, and involvement with writing successful national and international funding proposals are required. The candidate must also demonstrate capability and interest in teaching classes at the graduate level and larger undergraduate classes. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disability, racially visible persons and women. Applications must be received no later than 30 January 2009. Applicants should send a short cover letter, curriculum vitae, statement of teaching and research interests and three letters of reference forwarded directly from the referees by post or email to: Lucia Fanning, Chair, Search Committee, Marine Affairs Program, Faculty of Management, Dalhousie University, 6100 University Avenue, Halifax, Nova Scotia, Canada, B3H 3J5; Email: lucia.fanning@dal.ca.

■ **MARKETING — McMaster University.** The Marketing Area of the DeGroote School of Business at McMaster University invites applications for one tenure-track position at the rank of Assistant Professor of Marketing beginning in July 2009. Job Description: Applicants should have or be close to completing a PhD in Marketing or a closely related discipline, with a demonstrated competence in research and evidence or potential for proficiency in teaching. Preference will be given to candidates with research interest and expertise in the general domain of firm level analyses in marketing, applied to areas such as innovation/new product development, marketing strategy, business-to-business marketing, distribution channels, pricing, etc. Responsibilities include teaching undergraduate and graduate courses, supervision of PhD students in Marketing, and pursuit of research funding. The school will be admitting doctoral students in Marketing from 2009. An interest and ability to teach quantitative methodological courses at master's and doctoral levels would be highly valued. The school is in the process of developing professionally oriented executive development programs which may provide further teaching opportunities. The discipline of Marketing shares one administrative unit with the disciplines of Strategy and Health Service Management (under the Strategic Market Leadership and Health Services Management Area in the school). Interdisciplinary research leading to publications in top tier journals is highly encouraged. In the last few years the area faculty has published in journals such as Marketing Science, Strategic Management Journal, Academy of Management Journal, Organization Science, Journal of Product Innovation Management, Journal of Law and Economics and others. The area faculty's research programs have been generously funded from Canadian government sources such as SSHRC, CIHR, provincial sources such as ORDCF, and by several private businesses. The university also provides generous funds for research related activities. Lauded year after year as one of the country's "most innovative" research-intensive universities, McMaster boasts faculty who are committed to turning their innovations into inventions, and to moving their technology into the marketplace. In order to be considered, applicants are requested to submit a cover letter, statement of research and teaching interests, curriculum vitae, research samples (published articles or working papers), evidence of teaching effectiveness where applicable, names and contact information of at least three references to: Dr. Ashish Pujari, Chair, SML&HSM Area, DeGroote School of Business, McMaster University, 1280 Main Street West, Hamilton, ON, L8S 4M4; or at pujarid@mcmaster.ca. For more information on the Area, please see www.degroote.mcmaster.ca. Informal enquiries can be made to Dr. Sourav Ray at: sray@mcmaster.ca. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

■ **MECHANICAL & MECHATRONICS ENGINEERING (GREEN ENERGY) — University of Waterloo.** The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank in support of the Master of Engineering Certificate program in green energy. Applicants are sought with research expertise and background in one of the following research areas: wind energy, solar energy, fuel cells, hydrogen storage and building energy simulation. Research in other areas that support green and alternative fuels and energy sources, advanced energy conversion devices, energy conservation and management, will also be considered. Applicants must have excellent communication skills, and hold a PhD in Mechanical Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, Email: mechair@mecheng1.uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. The salary will be commensurate with qualifications and experience. In accordance with Canadian immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and www.mme.uwaterloo.ca. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

■ **MEDICINE — Dalhousie University.** The Department of Pediatrics at Dalhousie University invites applications for a probationary tenure-track position at the rank of Assistant Professor. Candidates should have demonstrated potential to develop a nationally and internationally recognized research program in the field of lipid metabolism, signaling or transport, with emphasis on human diseases such as cancer, obesity, diabetes or cardiovascular. The successful candidate will join an established, interactive group of investigators with complementary research interests at the Atlantic Research Centre (ARC). Members of the ARC have ready access to established core research facilities that include: tissue culture and animal care, cellular imaging (confocal and electron microscopy, flow cytometry), mass spectrometry and microarray technology. Applicants must hold a PhD degree or equivalent and have at least three years post-doctoral training in biomedical sciences. The successful applicant will be expected to compete for external research and salary support, supervise graduate students and contribute to the teaching activities of the Department. Salary will be commensurate with qualifications and experience. Further information concerning this position, the Department and the ARC may be obtained by consulting arc.medicine.dal.ca and associated links. Dalhousie University is a research-intensive institution located in the historic port city of Halifax, Nova Scotia, which boasts excellent recreational, cultural and lifestyle opportunities (www.halifax.ca/visitors.asp). Interested applicants should submit a CV as well as send a statement outlining their research and teaching interests. They should have three letters of reference sent under separate cover directly to the Chair of the Search Committee. At least 2 of these references must come from academic referees. Chair, Search Committee, Atlantic Research Centre, Room C302, ARC Building, 5849 University Avenue, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4H7. Closing date for receipt of applications is January 31, 2009. Starting dates are negotiable; the positions may be filled by Sept. 1, 2009. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disability, racially visible persons and women.

■ **MEDICINE — Dalhousie University.** The Department of Obstetrics and Gynaecology invites applications for a scientist position in REPRODUCTIVE NEUROENDOCRINE PHYSIOLOGY at the ASSISTANT PROFESSOR level. Qualified candidates will have demonstrated research expertise in reproductive neuroendocrine physiology, with a focus on molecular and cellular research in OBESITY. Applicants must have a PhD and/or MD degree, postdoctoral training, excellent communication skills, and a strong record of peer-reviewed publications. The successful candidate will be expected to develop active and synergistic research collaborations with other endocrine researchers in both the basic science and clinical departments of the Faculty of Medicine. The candidate is expected to develop an extramurally funded research program and to participate in the teaching mission of the Department. This would include teaching at the undergraduate and postgraduate levels. The appointment is probationary tenure track with a salary attached, though the candidate should anticipate applying for external salary support from appropriate granting agencies. We have an excellent research unit that includes tissue culture, real-time RT-PCR, immunohistochemistry, as well as a good animal facility. Opportunities for a joint appointment with the Department of Physiology and the Division of Endocrinology, Department of Medicine are available. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. Interested applicants should submit a curriculum vitae along with a brief description of research experience and interests, teaching experience, and arrange to have three letters of reference, two of which must be academic, sent directly to: B. Anthony Armson, Professor and Head, Department of Obstetrics and Gynaecology, Dalhousie University, 5980 University Ave, Halifax, NS, B3H 6R8

■ **MUSIC — Brandon University.** Brandon University is a national leader in providing high quality education to over 3,000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment. The School of Music is one of Canada's foremost institutions for musical instruction. With a world-class faculty dedicated to the individualized training of its students and the highest levels of artistic excellence, the School of Music maintains a faculty/student ratio of 7:1 to ensure the highest quality and standards of musical education possible. The School of Music, Brandon University, invites applications for a tenure-track position in jazz studies with preference for bass or drum kit, subject to budget. Responsibilities will include teaching studio lessons, undergraduate courses in jazz studies and coaching jazz ensembles. Other duties may be assigned in areas relevant to the successful candidate's interests and expertise. A Master's degree is required. A doctorate (or comparable professional experience) is preferred. Rank and Salary: commensurate with qualifications and experience. Start Date: August 1, 2009. Deadline for Applications: February 15, 2009 or until the position is filled. Please send a letter of application, including a CV, CD, and names/addresses of three references to: Dr. Michael Kim, Dean, School of Music, Brandon University, Brandon, Manitoba, R7A 6A9. Short-listed candidates are expected to provide credentials at time of interview. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

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■ **NANOTECHNOLOGY ENGINEERING — University of Waterloo.** The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (http://www.nanotech.uwaterloo.ca). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of micro/nano instruments (e.g., nanoscale spectrometry, fluidics) and nanobiosystems (e.g., nanomedicine, biomaterials). Other areas, such as nanoelectronics (e.g. quantum structures, molecular electronics) and nanomaterials (e.g., nanocrystals, nano-engineered membranes) may also be considered. The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with fab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department(s) they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1, Canada. E-mail: nefacultyhiring@nanotech.uwaterloo.ca

DEAN
Faculty of Education

The University of Lethbridge

The University of Lethbridge, one of Canada's top ten primarily undergraduate universities, has approximately 8,000 students and more than 150 programs offered in five Faculties and the School of Graduate Studies. The Faculty of Education is highly regarded for its sense of community, partnerships with stakeholders, undergraduate and graduate programming, and student engagement. The Faculty offers a five-year combined degree teacher education program and a four semester Bachelor of Education after an approved degree program. Additionally, the Faculty of Education offers a graduate level program with either a general focus, a focus on educational leadership, or a focus on counselling psychology. New graduate level programs will be introduced in the fall of 2009.

The Dean is responsible for providing visionary leadership to the Faculty of Education and inspiring excellence in teaching and scholarly activity. The successful candidate will be an innovative leader who brings academic administrative experience, a proven commitment to quality teaching, and an exemplary record of scholarly activity. A PhD or EdD and experience in the K-12 system are required. The successful candidate must be eligible for certification in the Province of Alberta.

This position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable employer encouraging applications from qualified women and men including persons with disabilities, members of visible minorities and First Nation, Métis or Inuit peoples/descent.

Should you be interested in learning more about this unique leadership opportunity please contact Kelly Baron or Carol Robinson at 604-998-4032 or forward your up-to-date CV, a letter of introduction and the names and contact information for three referees, in confidence, to info@hwest.ca. For more information, please visit our website at www.hwest.ca. We will respond to all who express interest.

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A leadership recruitment firm

CAREERS CARRIÈRES

(Electronic submissions welcomed). With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian Citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals. Including women, members of visible minorities, native peoples and persons with disabilities. Candidates are expected to become eligible for Professional Engineering registration in Ontario.

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■ **PETROLEUM GEOLOGY — University of Western Ontario.** The Department of Earth Sciences is pleased to announce a search for a candidate for the Bill Bell Chair in Petroleum Geology. The starting date for the appointment will be July 1st, 2009, or thereafter and the appointment will be made at the rank of associate (Probationary (tenure track) or tenure) or professor (with tenure) commensurate with qualifications and experience. The Department of Earth Sciences at The University of Western Ontario seeks a candidate with significant experience relevant to Petroleum Geology for The Bill Bell Chair in Petroleum Geology, made possible through a donation by Mr. Bill Bell. The Chair holder will have an established record in Petroleum Geology, and a history of interaction and/or employment with the petroleum industry. Research in the Department of Earth Sciences is organized into the broad themes of Earth and Planetary Systems; Resource GeoScience; Tectonic Processes and Natural Hazards; and Earth and Climate Evolution. The successful applicant will be expected to establish and maintain a vigorous, independently funded research program in Petroleum Geology, and to collaborate with other faculty members in one or more of our broad research themes. Preference will be given to qualified applicants whose research supports the Faculty of Science Initiative to Enhance Economic and Energy Resource Geology (see www.uwo.ca). Applicants must be prepared to supervise graduate students at the MSc and PhD levels and to teach broadly-based as well as specialized courses in Petroleum Geology and related fields, both at the undergraduate and graduate levels. The Department of Earth Sciences is a vibrant community of twenty-two full-time faculty members, nine support staff, 66 graduate students, and 10 post-doctoral fellows, research associates and instructors. The Department offers undergraduate and graduate programs in geology, geophysics, and environmental earth science, and is currently implementing a Professional Geoscience undergraduate degree program leading to registration, under guidelines published by the Canadian Council of Professional Geoscientists. The successful candidate will have access to a high calibre array of modern research facilities available within the newly renovated Biology and Geology Building, and research facilities in the Department of Physics and Astronomy and Surface Science Western, and the Nanofab Laboratory. More information about the Department is available at: www.uwo.ca/earth/. Review of applications will commence on March 1, 2009. A complete application includes a covering letter, a full curriculum vitae, the names, mail, email addresses, and phone/fax numbers of at least three referees, and a statement, not to exceed 500 words, explaining how background, experience and research accomplishments qualify you for this position, sent to: Dr. R. Gerhard Pratt, Chair, Department of Earth Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B7. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **PHARMACOLOGY — University of Western Ontario.** The Department of Physiology and Pharmacology in the Schulich School of Medicine & Dentistry at The University of Western Ontario (UWO) invites applications from outstanding early career investigators to a probationary (tenure-track) faculty position in the area Pharmacology and Drug Disposition, with a focus on Drug Metabolism or Pharmacokinetics as they relate to drug absorption, distribution, biotransformation and excretion. Expertise in drug metabolizing enzymes and the qualitative and quantitative analysis of xenobiotics and metabolites would be an asset. Successful candidate will be appointed at the level of Assistant Professor, with an exceptional candidate considered for appointment in a tenured position at the level of Associate Professor. Qualified applicants must have a PhD or MD degree (or equivalent) with training relevant to the discipline of Pharmacology, and would have an outstanding record of achievement in research and publication. The selected appointee will be expected to: (1) establish and maintain a vigorous externally funded research program, (2) have a commitment to and demonstrated aptitude for teaching at the undergraduate and graduate levels, and (3) provide graduate student supervision. In addition, the selected appointee will have the opportunity to work closely with members of the Division of Clinical Pharmacology in the Department of Medicine who have research programs in Personalized Medicine, Drug Transporters, and Drug Safety (http://www.uwoclinpharm.ca/). UWO is one of Canada's leading research-intensive universities, and the Schulich School of Medicine & Dentistry has a long history of excellence in basic biomedical, applied and clinical research. UWO has a full range of academic and professional programs for over 32,000 undergraduate and graduate students. The university campus is in London, a thriving city of over 350,000, located midway between Toronto and Detroit. London boasts an international airport, galleries, theatre, music and sporting events (see www.goodmovelondon.ca). The Department of Physiology and Pharmacology is the largest research-based medical science department in the Schulich School with over 85 associated faculty members, 100 graduate students, 25 postdoctoral fellows, and 40 departmental and research staff. The Department has a strong commitment to graduate, undergraduate and professional education. Areas of research excellence include the physiology and pharmacology of the cardiovascular, neural, reproductive, endocrine and musculoskeletal systems, and developmental biology related to these systems. Many faculty members in the Department are leaders in nationally-funded collaborative research programs. Funding of several large infrastructure grants has provided state-of-the-art research laboratories and core facilities. New recruits will also have access to the London Regional Genomics Centre, a city-wide genomics core research facility that supports high-throughput genome analysis; London Region of Proteomics Centre, providing state-of-the-art structural biology and mass spectrometry analyses; the London Regional Innovarium, a network of state-of-the-art animal facilities; and London Regional In Vitro Molecular Imaging Centre, a network of advanced microscopy and molecular imaging facility. Further information about the Department is at: http://www.schulich.uwo.ca/physpharm/. Please send detailed Curriculum Vitae, a brief statement of research accomplishments and future plans, copies of representative publications, and the names of three referees to: Dr. R. Jane Rylett, Professor and Chair, Department of Physiology and Pharmacology, Schulich School of Medicine & Dentistry, University of Western Ontario, London, Ontario, Canada, N6A 5C1. Applications will be accepted until the positions are filled. As appropriate, assistance will be provided in helping to relocate and find suitable spousal employment. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. UWO is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **PHYSICAL EDUCATION & RECREATION — University of Alberta.** The Faculty of Physical Education and Recreation and the Faculty of Nursing invite applications for a tenure-track position in the area of Aboriginal recreation, sport and community health. This position will be at the rank of Assistant Professor and will be housed and appointed within the Faculty of Physical Education and Recreation with a preferred start date of July 1, 2009. The successful candidate will teach core courses in both Physical Education and Recreation and Native Studies, within an Aboriginal context. He/she will assist with the implementation of the proposed Joint degree in the area of Aboriginal recreation, sport and community health. Applicants will have completed a doctorate in the area of native studies, physical education and recreation and/or a health-related field. Strong evidence of effective teaching and research experience in physical education and recreation and/or Native studies, with a proven track record of publication and the ability to develop a fundable research program is required. The ability to communicate with Aboriginal communities, organizations and academic peers, as well as to translate academic knowledge into practical information for Aboriginal communities is essential. Applicants should possess a strong background in Aboriginal based community development with a focus on one or more of the following areas: health, recreation, sport and/or tourism. The Faculty of Physical Education and Recreation serves approximately 940 undergraduate students in several degree programs: BA in Recreation, Sport and Tourism, Bachelor of Physical Education, BSc Kinesiology and a combined BPE/BEd degree in both Elementary and Secondary Education. Graduate program offerings for 125 students include: MSc, MA, PhD and an MBA in Sport and Leisure Management (offered in conjunction with the School of Business). The Faculty of Native Studies has an undergraduate enrolment of 200 students in the following degree programs: BA in Native Studies, BA in Native Studies-After 60 combined degrees (BA NS/BEd) in both Elementary and Secondary education, and a combined BA NS/BSc in Environmental and Conservation Science. In addition, the Faculty has an emerging graduate program. Applicants should submit a curriculum vitae, brief descriptions of research and teaching interests and the names of three references (including addresses, phone/fax and e-mail addresses). The review of applications will commence February 15th, 2009 and will continue until the position is filled. Please direct correspondence to: Dr. Tom Hinch, Associate Dean, Community and International Engagement, Faculty of Physical Education and Recreation, W1-34 VanVliet Centre, University of Alberta, Edmonton, AB, T6G 2H9, Canada, Email: tomhinch@ualberta.ca; Phone: (780) 492-2759; Fax: (780) 492-1008. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **PHYSICAL THERAPY — University of Alberta.** Applications are invited for a full time clinical track position in the Department of Physical Therapy at the University of Alberta. Preference will be given to qualified applicants who have an interest in teaching in one or more of the following areas: neurological, cardiorespiratory, or musculoskeletal physical therapy. As a department in the Faculty of Rehabilitation Medicine, Physical Therapy offers an innovative course based MScPT program that integrates strong clinical and evidence based practice skills. The department also participates fully in the interdisciplinary MSc and PhD programs in Rehabilitation Science. The Department currently consists of seventeen full time faculty members. Further information about the Department can be found at http://www.uofaweb.ualberta.ca/pt/. Applicants must be eligible for licensure with the College of Physical Therapists of Alberta and possess a minimum of a Master's degree (PhD or equivalent doctoral degree preferred). This position will support graduate level teaching and therefore indicators of course development and teaching proficiency are required. The initial appointment is at the Assistant Professor level and salary will be commensurate with experience. This teaching appointment may include an affiliation with a clinical faculty. For details about this position or the Department contact Dr. R.G. Haennel (Chair) at Bob.Haennel@ualberta.ca or Phone: (780) 492-2889. Applications will be accepted until the position is filled. The position is available as soon as a suitable candidate is found. Qualified applicants should send their curriculum vitae, a statement of teaching interests and the names of three (3) references. Interested applicants may apply to: Dr. R.G. Haennel, Chair, Department of Physical Therapy, Faculty of Rehabilitation Medicine, 2-50 Corbett Hall, University of Alberta, Edmonton, Alberta, Canada, T6G 2G4; Phone: (780) 492-2889; Fax: (780) 492-4429, Email: Bob.Haennel@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **PLANNING & ENVIRONMENTAL STUDIES — University of Waterloo.** The School of Planning at the University of Waterloo, invites applications for a tenure-track position for a specialist with a focus on the interface between applied ecology and sustainable community planning. The ideal candidate will apply knowledge of relevant biophysical/ecological processes in any of the following: planning of green cities, urbanizing regions, healthy communities or related specializations. The position requires an excellent knowledge of both urban and natural ecologies and should possess a strong theoretical and practical understanding of environmental planning. The successful candidate will teach and advise in both undergraduate and graduate programs including the supervision of doctoral research, and carry out an active research program in environmental planning. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applicants should qualify for membership in the Canadian Institute of Planners. Normally, applicants must be doctoral graduates with degrees earned before September 2009. Candidates should have proven records of research or be able to demonstrate the potential for high quality research to advance towards tenure in the School. A senior level appointment requires an established record of innovative research and publications ability to attract and work with high caliber graduate students and a willingness to play a major role in the intellectual and administrative life of the School. Applications must be received in hard copy and will include a letter of application stating career objectives, approach to learning and teaching and research goals, a current curriculum vitae, and the names along with contact information of four referees. The first stage in the review of applications will be based on the letter of application and CV. References will be contacted by the School's Appointment Committee for those being considered in the second stage of review. The appointment is expected to begin July 1, 2009 or as soon thereafter as possible. Applications must be received by March 15, 2009. Please send application package to: Dr. Clarence Woudsma, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1; E-mail: cwoudsma@uwaterloo.ca. The School of Planning is part of the Faculty of Environment that includes a Department of Environment and Resource Studies, and a Department of Geography and Environmental Management. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modelling and simulation. Additional information about the School and the Faculty may be found at: http://www.fes.uwaterloo.ca/planning/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **POLITICAL SCIENCE — Wilfrid Laurier University.** The Laurier Institute for the Study of Public Opinion and Policy (LISPOP) is pleased to announce a new Post-Doctoral Fellowship, open to qualified candidates conducting research related to public opinion. LISPOP is located at Wilfrid Laurier University in Waterloo, Ontario (www.wlu.ca/lispop). Its purpose is to facilitate research pertaining to the creation, use and representation of public opinion in the policy process. In addition, the Institute monitors the practices and claims of the public opinion and interest group industries, and serves as an educational resource to the University and the larger community on questions and issues pertaining to those claims and practices. The LISPOP Post-

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UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Professor and Canada Research Chair, Design Studies

The Department of Art and Design at the University of Alberta is seeking to nominate a Senior (Tier I) Canada Research Chair in Design Studies. We welcome applications from exceptional scholars with a strong record of teaching and collaborative research in the field of design theory and practice. A PhD in Design or a related field is preferred. Current members of the Department of Art and Design take an integrative and interdisciplinary approach to design studies, practice and research, and focus on issues of social and environmental health and wellbeing. The appointment will commence July 1, 2010 at the level of either senior Associate or Full Professor, with tenure.

The Canada Research Chairs Program was established by the Canadian Government to foster world-class research excellence. As stated in the program's Terms of Reference (see www.chairs.gc.ca/), "Tier I Chairs, tenable for seven years and renewable, are for outstanding researchers acknowledged by their peers as world leaders in their fields," with an excellent record of teaching and graduate supervision. The candidate's proposed research program should ideally conform to the University's vision and "cornerstones" outlined in the recently-adopted statement entitled "Dare to Discover" (www.president.ualberta.ca/daretodiscover.cfm). The candidate nominated by the Department will be subject to review by the CRC Secretariat. The successful applicant will be expected to teach at all levels of the curriculum, from first-year to graduate level courses, and to take on graduate supervision as well as other supervisory and administrative committee work.

Candidates should send the Chair a letter of application outlining the proposed program of research, a complete curriculum vitae (with full contact information, including phone numbers and e-mail address), a sample publication (20-page maximum), a portfolio of up to 20 examples in electronic format of recent design work (if applicable), the names of at least three referees, and a teaching dossier with evaluations of teaching performance. Finalists will be asked to send letters of reference and transcripts directly to the Department. The closing date for applications is April 1, 2009. All application materials should be sent directly to:

M. Elizabeth (Betsy) Boone, Chair
Department of Art and Design
3-98 Fine Arts Building, University of Alberta
Edmonton AB T6G 2C9 Canada

For further information about the position, or the Department, please contact the Chair by email at betsy.boone@ualberta.ca.

With more than 37,000 students and 14,000 staff, the University of Alberta (www.ualberta.ca) grants almost 7,500 degrees annually to graduates of 200 undergraduate and 170 graduate programs. A research-intensive, medical-doctoral, multi-campus institution, the University of Alberta offers a full range of academic and professional programs. The Faculty of Arts (www.arts.ualberta.ca) is its largest Faculty with 340 faculty members in 15 departments in Fine Arts, Humanities, and Social Sciences in addition to the Office of Interdisciplinary Studies. The Faculty of Arts has approximately 6000 undergraduate and 900 graduate students. The Faculty provides a variety of opportunities for research funding, including the newly established $1.5 million Killam Research Fund which supports research, scholarship, and creative activities in the fine arts, humanities, and social sciences. The Faculty also hosts interdisciplinary units such as the China Institute, the Wirth Institute for Austrian and Central European Studies, the Institute for United States Policy Studies, and the Prince Takamado Japan Centre for Teaching and Research.

The Department of Art and Design is a vibrant and collegial unit with a superlative record for teaching, research, and service. The Department offers degree programs at the undergraduate (BA, BDes and BFA) and graduate levels (MA, MDes, MFA and PhD) in Fine Arts, Design Studies (Industrial Design and Visual Communication Design), and the History of Art, Design and Visual Culture. It also encompasses the FAB Gallery, a Canada Research Chair in Fine Arts, and a university centre of research excellence in printmaking. For more information on the department, please consult the departmental website at www.ualberta.ca/ARTDESIGN.

Greater Edmonton (www.edmonton.ca), with nearly one million residents in the city and surrounding communities, is a beautiful city straddling a spectacular river valley park system. It is the capital of Alberta, with the lowest provincial tax regime in the country, and has led the nation in economic growth in the past five years. Edmonton is known as Canada's Festival City, with more than thirty major annual festivals celebrating its rich cultural diversity and community spirit. It has all the attractions of a big city, yet it is clean, safe, and livable, with excellent schools and health care. Edmonton is located only a few hours drive from Banff and Jasper National Parks, which offer skiing in winter and excellent hiking and sightseeing in summer.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Concordia University Tenure-Track Position

Concordia University's Department of Psychology invites applications for one tenure-track position in Behavioral Neurobiology to join our FRSQ-funded Center for Studies in Behavioral Neurobiology. Research in the Center focuses on mechanisms of motivated behavior but applicants from all areas of behavioral neurobiology will be considered. Applicants must have a PhD and postdoctoral training and should have demonstrated ability or potential to build a high-quality research program. Applications should consist of a cover letter, a statement of research interests, a statement of teaching philosophy and interests, evidence of teaching effectiveness, a current curriculum vitae, and copies of recent publications. Candidates should arrange for three letters of reference, to be sent directly to:

Dr. Jean-Roch Laurence, Chair
c/o Ms. Micheline Verelli
Department of Psychology
Concordia University
7141 Sherbrooke St. W.
Montreal, QC H4B 1R6
psyc@alcor.concordia.ca
http://psychology.concordia.ca/

Subject to budgetary approval, we anticipate filling this position at the rank of Assistant Professor, for July 1, 2009. Applications should reach the Department no later than March 2, 2009. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.

http://artsandscience.concordia.ca/

Concordia University Arts and Science

UNIVERSITÉ Concordia UNIVERSITY

CAREERS CARRIÈRES

Doctoral Fellow will be expected to conduct and publish research on public opinion using, in part, data housed at LISPOP. The specific field of research will be left to the discretion of the Post-Doctoral Fellow, who will be provided with an office in the Department of Political Science at Wilfrid Laurier. Salary and research funds will be commensurate with a SSHRC post-doctoral fellowship. The successful candidate will have the option of teaching a single upper-year course in the Department of Political Science, for which he or she will receive a stipend as determined by the existing Collective Agreement. The stipend rate, effective September 1, 2009, for an undergraduate course will be $6,701 and $7,015 for a graduate course. The Fellowship will take effect on July 1, 2009. It will be for one year, with an option to renew for a second year. Applications should include a curriculum vitae, the names and contact information of three referees, a one-page research proposal outlining the research project that you would be interested in conducting while working at LISPOP. Applications should be sent directly by mail to: Dr. Brian Tanguay, Chair, Department of Political Science, Wilfrid Laurier University, Waterloo, ON, N2L 3C5; btanguay@wlu.ca Initial consideration of applications will begin on April 1, 2009; however, the position will remain open until filled. We thank all respondents in advance for their interest in Wilfrid Laurier University. Please note only those selected for an interview will be contacted. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty Dr. Brian Tanguay; Telephone: (519) 884-0710, ext. 3663, e-mail: btanguay@wlu.ca.

■ **POLITICAL SCIENCE — University of Guelph.** The Department of Political Science at the University of Guelph is seeking to make an appointment at the assistant professor level in the field of international political economy and development. The ideal candidate will have a strong background in trade theory, global governance, international institutions, and globalization and development. A regional specialization involving research in one or more emerging market economies and in agricultural commodities would be beneficial. The successful candidate would be expected to teach courses at both the undergraduate and graduate levels in Political Science in the areas noted above. In addition, he or she would be expected to contribute to the delivery of the university's interdisciplinary collaborative programs (BA, MA and PhD) in International Development Studies (IDS). Graduate advising, in either or both of Political Science and IDS programs, would complete the teaching portfolio. The successful candidate should have a completed PhD in one of the following: Political Science, International Development, or a related field and a strong record of teaching and research. Experience in conducting field based research would be an asset. Please submit an up-to-date curriculum vitae, a statement of teaching and research interests, evidence of teaching, a writing sample, and three letters of reference in support of your application to Byron Sheldrick, Chair, Department of Political Science, University of Guelph, Guelph, ON, Canada, N1G 2W1. The deadline for application is January 30, 2009. Further inquiries can be directed either to Byron Sheldrick (sheldrib@uoguelph ca), or to Sally Humphries, Director of the IDS program (shumphri @uoguelph.ca). All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore encourage applications from aboriginal people, persons with disabilities, members of visible minorities and women.

■ **POLITICAL SCIENCE — Wilfrid Laurier University.** The Department of Political Science at Wilfrid Laurier University invites applications for a tenure-track appointment at the Assistant Professor level, commencing July 1, 2009, subject to budgetary approval. Applicants should have International Relations as their main field of concentration, with a specific focus on globalization and public policy and/or global governance. The successful candidate will be expected to teach in both the undergraduate and graduate programs of the Department of Political Science, as well as in the Masters in International Public Policy program in the Balsillie School of International Affairs. Applicants should have a PhD in political science (completed or near completion). Applications, including a curriculum vitae, teaching and research statements, syllabi, and writing samples should be sent directly by mail to: Dr. Brian Tanguay, Chair, Department of Political Science, Wilfrid Laurier University, Waterloo, ON, N2L 3C5. Applicants should also arrange to have three confidential letters of reference sent directly to the Chair. Initial consideration of applications will begin on January 20, 2009; however, the position will remain open until filled. We thank all respondents in advance for their interest in Wilfrid Laurier University. Please note only those selected for an interview will be contacted. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty Dr. Brian Tanguay; Telephone: (519) 884-0710, ext. 3663; e-mail: btanguay@wlu.ca.

■ **PSYCHOLOGY — University of Lethbridge.** The Department of Psychology at the University of Lethbridge invites applications for a probationary (tenure-track) position at the rank of Assistant Professor to begin 1 July 2009, subject to budgetary approval. Current departmental strengths are in perception and cognition, animal behaviour, and comparative and evolutionary psychology with research programs encompassing a range of phenomena related to human and animal social behaviour, aggression, sexuality and gender, risk-taking, and language and nonverbal communication. We are now interested in candidates in emerging fields of ecological, embodied, or situated cognition, including agent-based modelling or simulations; or candidates in social, cognitive, or cross-cultural psychology who can complement social and biological approaches to human behavior. Candidates should have, or anticipate, a PhD and the potential to develop a strong, externally funded research programme with opportunities for undergraduate and graduate participation. New Faculty are eligible for funding in support of research and scholarly activities. For more information about the University please visit our website at http://www.uleth.ca, or the Department of Psychology website at http://www.uleth.ca/fas/psy. Applications should include a curriculum vitae, statement of research interests, copies of three of their latest reprints, and letters from three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Drew Rendall, Department of Psychology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Telephone: (403) 329-2235. Fax: (403) 329-2555. Email: wehlage@uleth.ca. Consideration of completed applications will begin by January 30, 2009 and continue until the position is filled. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men including persons with disabilities, members of visible minorities and Aboriginal persons.

■ **PSYCHOLOGY — Sir Wilfred Grenfell College.** Candidates for this tenure-stream position will be expected to teach courses in social psychology within our existing program. The ability to teach courses in statistics would also be an asset. However, we encourage applicants from any area of psychology to apply. The candidate should be prepared to teach introductory psychology and will be invited to supervise honours theses (BA and BSc). VPA-GRSS-2006-002.

■ **PSYCHOLOGY (BEHAVIOURAL NEUROSCIENCE) — Wilfrid Laurier University** The Psychology Department at Wilfrid Laurier University invites applications for a tenure-track appointment in behavioural neuroscience at the Assistant Professor level beginning July 1, 2009, subject to budgetary approval. Applications are welcome from candidates with research interests in any area of behavioural neuroscience, but we are particularly interested in applicants with expertise in molecular neuroscience using invertebrate models or in computational neuroscience. The successful applicant will have the opportunity to supervise students in the MSc and PhD programs in the Behavioural Neuroscience area of the department. Applicants should have a PhD, an active program of research with strong potential for external funding, and a commitment to and ability in teaching. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interests, and arrange to have at least three letters of reference forwarded to Dr. Mark Pancer, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (email: mpancer@wlu.ca). Applications will be accepted until January 30, 2009, or until the position is filled. Applicants can learn more about the Department and current faculty interests at http://www.wlu.ca/science/psychology. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups wishing to be considered for employment equity must self-identify, in confidence, to the Dean of the Faculty of Science, Dr. Deborah MacLatchy. Only those applicants selected for an interview will be contacted.

■ **PSYCHOLOGY (CLINICAL PSYCHOLOGY) — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the Assistant to Associate Professor level in our CPA and APA accredited Clinical Psychology Training Program. Candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and commitment to an ongoing research program. We welcome applicants who have a strong, theory-driven, research investment that will be attractive to graduate students. We have a preference for someone with child clinical interests, although applicants with adult clinical expertise will also be considered. Information about the Clinical Program and the Psychology Department can be found at: http://www.psychology.uwaterloo.ca. The anticipated starting date for the position is July 1, 2009. Review of applications will begin December 1, 2008 and continue until the position is filled. Applicants should electronically submit a curriculum vitae, a statement of teaching and research interests, and reprints of recent papers to: clinicalposition@psychology.uwaterloo.ca They should also arrange for 3 confidential letters of reference to be sent electronically. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

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■ **RECREATION & LEISURE STUDIES — University of Waterloo.** Applications are being accepted for the Schlegel Research Chair in Aging, a tenure-track position at the Assistant or Associate Professor level in Dementia and Dementia Care, in the Faculty of Applied Health Sciences at the University of Waterloo. This position offers an exceptional research opportunity with research funding, research support, and a reduced teaching load. It involves a full-time faculty appointment in one or both of the Departments of Recreation and Leisure Studies and Health Studies and Gerontology, together with a formal link with the REU Schlegel-UW Research Institute for Aging (RIA: see http://www.thria.ca). The successful applicant will join a well-established team of researchers and educators working in the Murray Alzheimer Research and Education Program (MAREP: see http://marep.uwaterloo ca). MAREP is an innovative program that adopts a partnership approach and integrates research and educational activities in order to improve dementia care practices and policies for individuals, families, and communities in Canada and globally. MAREP is also a major division within the RIA, a university affiliate which promotes research relevant to aging in both community and long-term care settings. The RIA provides a vibrant environment, with opportunities for research in 8 established continuums of care, and supports the translation of knowledge to practice. The successful candidate will have strong competencies in social, behavioural, psychological, and/or health research and in undergraduate and graduate teaching, with a completed doctoral degree in Health Studies, Recreation and Leisure Studies, Gerontology or a related academic discipline (such as Nursing, Social Work, Social Policy, Rehabilitation

CANADA'S PREMIER UNDERGRADUATE EXPERIENCE
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StFX UNIVERSITY

DEAN, FACULTY OF SCIENCE

ST. FRANCIS XAVIER UNIVERSITY, Canada's leading primarily undergraduate university is seeking a Dean, Faculty of Science, with appointment expected July 1, 2009. Located in Antigonish, Nova Scotia, StFX prides itself on the excellence of its teaching and research, the strength of its traditions, the success of its graduates, and its strong commitment to community development and social justice. The University offers an intimate learning environment and a curriculum that encompasses Faculties of Arts, Science, Education, Business and Information Systems, as well as a School of Nursing and the Coady International Institute. There are over 4500 students from across Canada and around the world and 260 full-time faculty dedicated to providing students with a post-secondary education conducive to intellectual and personal growth. The University is in the midst of an impressive infrastructure renewal program, and has added a state-of-the-art physical sciences building.

The Faculty of Science offers Bachelor of Science degrees in the departments of Biology, Chemistry, Earth Sciences, Human Kinetics, Human Nutrition, Mathematics Statistics and Computer Science, and Physics; as well as in the School of Nursing and in interdisciplinary programs in Aquatic Resources and in Environmental Sciences. StFX also offers a Master of Science program in several departments and a Diploma in Engineering.

StFX has a strong commitment to research in the sciences. The University has consistently been among Canada's leaders in primarily undergraduate universities in total NSERC funding, and has received significant support through the CFI and AIF programs. Sponsored research funding in Science at StFX has tripled over the last 5 years..

The position of Dean of Science requires strong leadership, administrative abilities and a proven record of scholarship. We seek an individual with demonstrated interpersonal skills who is able to interact with students, faculty, and senior administrators; someone who will encourage and promote the development of innovative strategies to maintain our current excellence in teaching and research, and to pursue new opportunities. A keen awareness of the diverse nature of basic, interdisciplinary and applied sciences is essential. The successful individual will also show initiative in recruiting and retaining faculty and students.

The normal term of appointment is six years and is renewable. St. Francis Xavier University is committed to the principles of employment equity. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority.

Nominations or expressions of interest should be directed, in confidence, to the address shown below.

The Search Committee will begin to review expressions of interest January 21, 2009

Dr. Sean Riley
President and Vice-Chancellor
St. Francis Xavier University
PO Box 5000, Antigonish NS, B2G 2W5
www.stfx.ca
deonsearch@stfx.ca

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www.medicine.dal.ca

Assistant/Associate Professor in Bioethics

The Department of Bioethics in the Faculty of Medicine at Dalhousie University is strategically positioned to engage in and contribute to the critical analysis of moral and social issues related to health, health care, and health policy at local, national and international levels. We are committed, with our colleagues in the Faculty of Medicine, "to providing leadership, in partnership with others, in serving the broad health needs of individuals and communities." Indeed, we take seriously our responsibility to advocate for social change and understand all aspects of our bioethics work to contribute to this role.

The Department of Bioethics invites applications for a full-time position at the rank of Assistant or Associate effective July 1, 2009, subject to budgetary approval. We seek a colleague with the potential to establish an active research program and teaching interests that complement existing areas of the Department. The individual will be expected to make a strong contribution to the mission statement of the Faculty of Medicine and of the Department of Bioethics. The areas of Bioethics expertise are open. The successful candidate will contribute to three integrated activities: scholarly work that contributes to, and advances, the interdisciplinary field of bioethics; ethics education and capacity building within the Faculty of Medicine, healthcare institutions and communities; and, collaborative engagement with healthcare institutions, government and communities to provide ethics support that is attentive to diversity, inclusiveness and social justice.

Salary and rank are commensurate with qualifications and experience.

Applicants should possess a PhD and/or an MD/Masters and have some experience in University level teaching.

The Search Committee will begin its review of candidates immediately and will continue until the position is filled.

Applicants should send their letter of application, curriculum vitae, teaching dossier or record of teaching effectiveness with a statement of teaching and research interests, 3-4 writing samples/reprints and arrange to have three references (two of which must be academic) sent under separate cover to:

Dr. Blye Frank
Head, Department of Bioethics
c/o Cheryl Bailey, Administrator
5849 University Avenue
Clinical Research Centre, Rm C-315
Halifax, NS B3H 4H7

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

Halifax
The historic city of Halifax occupies an unsurpassed natural setting on the Atlantic coast and is the academic, cultural, and economic centre of Atlantic Canada. Located in the heart of Halifax and established in 1818, Dalhousie University is one of Canada's top, comprehensive research and teaching universities. With an enrollment of 16,000 students in 12 faculties, and 3500 faculty and staff, Dalhousie is a research intensive doctoral/ medical university offering a broad range of undergraduate/graduate and professional degrees.

About Dalhousie University
Dalhousie's approach to medical education, research and care is distinguished by its strong focus on the communities and the region served by the school. Dalhousie Medical School faculty have been instrumental in the development of current heart transplantation protocols used worldwide, in changing the accepted view of pediatric pain, and in denoting the role of lifestyle in reducing the risk of Alzheimer's disease and dementia. The School is also an international leader in research, policy development and education in the area of patient safety, as well as in the areas of vaccine research, autism, and bioethics.

CAREERS CARRIÈRES

Science, or Adult Education). The preferred candidate will have demonstrated expertise in dementia and dementia care in one or more of the following areas: therapeutic recreation/activity interventions and prevention in dementia, socio-cultural approaches to dementia, dementia care and support in community and long-term care settings, and/or participatory action approaches to research, education and program and policy development related to dementia. Expertise in both quantitative and qualitative methodologies would be an asset. Salary range will be commensurate with qualifications and experience. Anticipated start date is July 1, 2009, but the position will remain open until a suitable candidate is found. A covering letter, curriculum vitae and three letters of reference directly from referees should be sent to Dr. Sue Shaw, Chair of the Advisory Committee on Appointments, Faculty of Applied Health Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be accepted until the position is filled. Further information about the Faculty and the Departments of Recreation and Leisure Studies and Health Studies and Gerontology can be found at http://www.ahs.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **RELIGIOUS STUDIES — York University.** The Department of Humanities, Faculty of Liberal Arts & Professional Studies, invites applications for the York Noor Visiting Chair in Islamic Studies, a three-year contractually limited appointment at the Assistant or Associate Professor level. This appointment is to commence July 1, 2009 and is subject to budgetary approval. We are seeking a candidate who is well grounded in the classical tradition of Islam and the historical development of Islamic institutions, especially as they relate to Islamic cultures in a broader comparative context. High proficiency in classical and standard Arabic is required and knowledge of another research language is prefered. Candidates should have a completed PhD in hand by the commencement of the appointment. The successful candidate will show evidence of a vigorous research agenda and promise of excellence in teaching. Candidates should be able to teach in York's first- and second-year Interdisciplinary Foundations program and develop upper-level undergraduate courses; they must also have the potential to undertake graduate teaching and supervision. The successful candidate will join the Program in Religious Studies within the Department of Humanities. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA). A letter of application, curriculum vitae, three confidential letters of recommendation, a sample of the applicant's written work (20 pages) and teaching dossier should be sent to: Professor Patrick Taylor, Chair, Division of Humanities, Faculty of Arts, York University, 4700 Keele Street, 206 Vanier College, Toronto, Ontario, M3J 1P3, Canada. (phone: 416-736-5158, fax: 416-736-5460, taylorp@yorku.ca). E-mail applications will NOT be accepted. Application deadline: January 31, 2009.

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■ **SOCIOLOGY — University of Victoria.** The Department of Sociology invites applications for a tenure-track position at the rank of Assistant Professor. This position is subject to budgetary approval. It will begin July 1, 2009. The department seeks to hire in the area of statistics and quantitative methods, with substantive research interests in addiction/substance use/mental health and/or criminology/deviance/social control. Applicants with other substantive areas of expertise are also invited to apply. Successful candidate is expected to contribute to the activities and programs of the Centre for Addiction Research of British Columbia (http://www.carbc.ca/), located at the University of Victoria. Candidates should have a proven research record and be able to demonstrate a commitment to excellence in teaching. A completed PhD in Sociology, or ABD status with an expected completion date no later than the start date of the position is expected. Applicants should include a covering letter, curriculum vitae, evidence of teaching ability and one article-length sample of research. Applicants should also ask three referees to forward confidential letters on their behalf. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Applications should arrive no later than January 30, 2009. Address correspondence to: Chair, Department of Sociology, University of Victoria, PO Box 3050, Victoria, BC, V8W 3P5. The Department's web address is: http://web.uvic.ca/socl.

■ **SOCIOLOGY — University of Lethbridge.** The Department of Sociology at the University of Lethbridge invites applications for a probationary (tenure-track) position at the rank of Assistant Professor, to begin July 1, 2009, subject to budgetary approval. A PhD completed or near completion is required. Areas of research and teaching focus are open, although we particularly welcome applications from individuals whose teaching specialties include theory. Preference will be given to candidates with a strong research record or showing clear evidence of a promising research career. The ability to teach a range of courses at the undergraduate level is also an asset. Department members engage in undergraduate teaching and research, and community involvement is encouraged. The opportunity also exists to engage in graduate teaching and supervision: the Department is part of a new interdisciplinary Masters programme and offers several graduate level courses. New faculty members are eligible to apply for university funding in support of research and scholarly activities. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men including persons with disabilities, members of visible minorities and Aboriginal persons. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrollment of over 8,000 students. Our focus is on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research. For more information about the University please visit our web site at www.uleth.ca, or the Department of Sociology web site at http://www.uleth.ca/fas/soc/. Applications should include a curriculum vitae, research interests and publications, a statement of teaching philosophy and teaching evaluations, and names and contact information of at least three references who are scholars in the field. Send this material, and arrange for the letters of reference to be mailed directly to: Trevor Harrison, Chair, Department of Sociology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. To expedite the handling of applications, please have references send their supporting letters directly to the above address. All applications and related documents must be received by February 2, 2009, in order to be considered.

■ **SOCIOLOGY & ANTHROPOLOGY — University of Guelph.** The Department of Sociology and Anthropology at the University of Guelph invites applications for two tenure-track positions in the area of criminology at the rank of Assistant Professor, effective July 1, 2009. Key responsibilities include teaching in the undergraduate Criminal Justice and Public Policy program, graduate student supervision and teaching in the Criminology and Criminal Justice Policy MA program, and the pursuit of scholarly research. Applicants must have (or be near completion of) an earned doctorate in Sociology or Criminology. The fields of substantive and/or theoretical interests in criminology are open, though it is unlikely that both appointments will be made in the same research areas. Applicants should be prepared to teach in two of the following areas: Crime and Criminal Justice, Criminological Theory, Violence and Society, Corrections and Penology, Young Offenders, Courts and Society, and Social Deviance. The Department of Sociology and Anthropology offers undergraduate majors, minors and areas of concentration in Sociology and Anthropology, and a major in Rural and Development Sociology. The Department is one of the main contributors to the International Development Studies program, the Women's Studies program and the Criminal Justice and Public Policy program, which is a collaborative program between the Department of Sociology and Anthropology and the Department of Political Science. The Department is also home to MA and PhD programs in Sociology, an MA in Public Issues Anthropology, and an MA in Criminology and Criminal Justice Policy (jointly offered with the Department of Political Science), as well as providing a home department to students in the Collaborative MA and PhD programs in International Development Studies. The department currently holds a Canada Research Chair in Public Policy in Criminal Justice. Applications must include a letter of application (including a statement of teaching and research interests), a curriculum vitae, a teaching dossier (including a teaching philosophy, course outlines, and course evaluations), and selected recent published scholarly work. Applicants should arrange for three letters of reference to be sent under separate cover. Applications should be submitted no later than January 30th, 2009 to: Dr. Vivian Shalla, Interim Chair, Department of Sociology and Anthropology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. More information about the Department of Sociology and Anthropology can be found at http://www.sociology.uoguelph.ca/. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore encourage applications from aboriginal people, persons with disabilities, members of visible minorities and women.

T

■ **THEATRE & DRAMATIC ARTS — University of Lethbridge.** The University of Lethbridge, Department of Theatre & Dramatic Arts invites applications for the following: 1) Academic Assistant: To teach a 7-course load or equivalent. Teaching duties will include an introductory-level course; experiential and practical courses for non-majors; and other courses in the area of performance. 2) Academic Assistant: To serve as Production Manager for theatre operations, responsible for scheduling all activities in the theatres, theatre operations and show budgets, work assignments, and conducting production meetings, and may teach two to three courses, such as stage management, lighting, and sound. 3) Lecturer: a nine month term position at the rank of Lecturer to teach core and elective courses in Drama. Teaching duties could include introductory-level courses; experiential courses in areas such as acting, improvisation or theatre for young audiences; and a course in theatre history. For more information and application procedures, please visit the University of Lethbridge website at www.uleth.ca/notice and click on "postings".

■ **THEATRE ARTS — Thorneloe College (Laurentian University).** The Department of Theatre Arts at Thorneloe College, Laurentian University invites applications for a tenure-track position at the Lecturer or Assistant Professor level in the area of acting and voice, to commence on 1 July, 2009. The successful candidate should have an MFA in Acting/Voice along with professional experience. Teaching in a post-secondary setting is an asset. Thorneloe Theatre Arts Department is a small, progressive department of eight full and part-time faculty with a state of the art theatre and studio space offering BA and BFA degrees in Theatre Arts, Theatre Performance, and Theatre Production (in conjunction with Cambrian College). The department can be visited online at www.thorneloe.laurentian.ca. Candidates will submit a letter of application, a detailed curriculum vitae and arrange for three letters of reference to be sent to: Dr. Ian MacLennan, Chair, Theatre Arts Department, Thorneloe College, Laurentian University, Sudbury, ON, P3E 2C6. The deadline for applications is 15 February, 2009. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Thorneloe College is committed to employment equity and encourages applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

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■ **URBAN PLANNING — University of Waterloo.** The School of Planning at the University of Waterloo, invites applications for a tenure-track position in Urban Planning that will provide an economic perspective to complement the School's strengths in infrastructure and sustainable community planning. The candidate will have expertise in areas such as: urban economics, public finance, infrastructure development and financing, land development, real estate, and regional competitiveness. Professional planning or related experience is an asset. The successful candidate will teach and advise in both undergraduate and graduate programs including the supervision of doctoral research, and carry out an active research program. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applicants should qualify for membership in the Canadian Institute of Planners. Normally, applicants are expected to be doctoral graduates with degrees earned before September 2009. Candidates should have proven records of research or be able to demonstrate the potential for high quality research to advance towards tenure in the School. A senior level appointment requires an established record of innovative research and publications ability to attract and work with high caliber graduate students and a willingness to play a major role in the intellectual and administrative life of the School. Applications must be received in hard copy and will include a letter of application stating career objectives, approach to learning and teaching and research goals; a current curriculum vitae, and the names along with contact information of four referees. The first stage in the review of applications will be based on the letter of application and CV. References will be contacted by the School's Appointment Committee for those being considered in the second stage of review. The appointment is expected to begin July 1, 2009 or as soon thereafter as possible. Applications must be received by March 15, 2009. Please send application package to: Dr. Clarence Woudsma, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1; E-mail: cwoudsma@uwaterloo.ca. The School of Planning is part of the Faculty of Environment that includes a Department of Environment and Resource Studies, and a Department of Geography and Environmental Management. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modelling and simulation. Additional information about the School of Planning and the Faculty may be found at: http://www.fes.uwaterloo.ca/planning/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

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University of Lethbridge

Vice-President (Research)

The University of Lethbridge invites applications and nominations for the position of Vice-President (Research).

Established in 1967, the University of Lethbridge boasts an enrolment of roughly 8,000 undergraduate and graduate students, outstanding faculty, and more than 2,000 employees. The University currently has four Faculties (Arts and Science, Education, Fine Arts, and Management) and two Schools (Health Sciences and Graduate Studies). Health Sciences will become a Faculty in the spring of 2009. The University has an excellent record of teaching and scholarship across all disciplines, a strong tradition of liberal education in both academic and professional undergraduate programs, and a history of collegial governance. It places a priority on programming and scholarship with First Nations, Metis and Inuit (FNMI) communities in all faculties and schools. Graduate programs are being expanded at the master's and doctoral levels. The University has a strong record of innovative and responsive programming, strategic investments in research, partnerships with other universities and colleges, and engagement with the community, which together signal its commitment to the idea of a public university.

The main University campus is located in Lethbridge, with northern campuses in Calgary and Edmonton. The University is noted for its fiscal soundness, for the loyalty of its students, faculty, and alumni and for a positive relationship with the community. For more information about the University of Lethbridge, visit **www.uleth.ca.**

Reporting directly to the President, the Vice-President (Research) is a key member of the senior management team, and will be the internal and external advocate for the University on matters of research, and research-related issues and activities. S/he will establish and maintain effective liaison with external funding agencies, business, industry, government, and the broader research community, and will build on the already significant success that the University has had in creating a strong research enterprise.

The successful candidate will have an exceptional record of scholarship, and a sophisticated understanding of research ethics, and of the relationship between research, learning, and creativity. S/he will have outstanding skills in facilitating research, scholarship, and artistic activity, both basic and applied, across a range of fields, and will have the capacity to elicit support for research from private and public sources at many levels. In addition, s/he will have a significant track record in administration, a thorough grasp of issues in post-secondary education, and the ability to work collegially and communicate effectively with the university community and with other post-secondary partners.

The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus, encouraging applications from qualified women and men, including persons with disabilities, members of visible minorities, and FNMI persons.

The Search Committee will begin considering candidates in early January 2009. Expressions of interest and nominations may be directed, in confidence, to the address shown below.

Janet Wright & Associates Inc.
174 Bedford Road
Toronto, Ontario M5R 2K9
Fax: (416) 923-8311
ulethvpr@jwasearch.com

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Athabasca University

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